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Local Government Service

No. 11 NOVEMBER, 1933 Vol. XV

# LOCAL GOVERNMENT UNDER HITLER

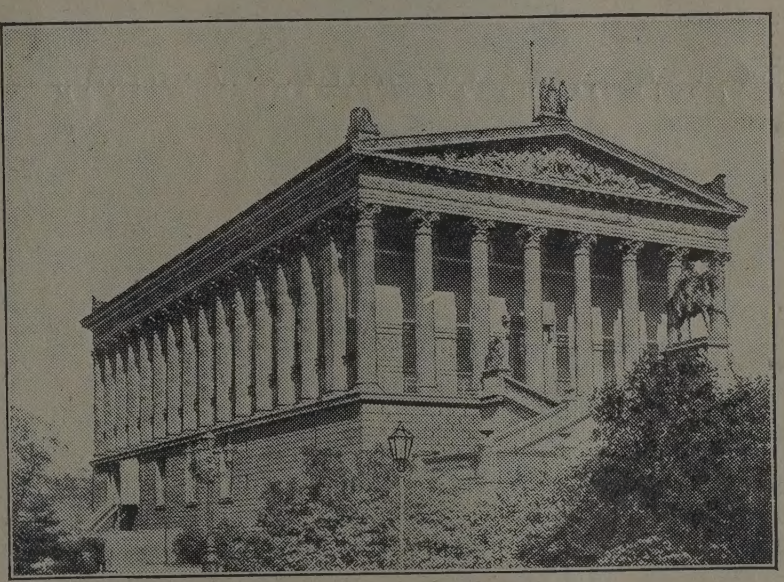
## HOW OFFICERS HAVE BEEN AFFECTED BY THE NEW RÉGIME IN GERMANY: SERVICE RIGHTS AND PRIVILEGES ABROGATED

By a German Correspondent

*LOCAL GOVERNMENT SERVICE, of course, expresses no opinion on the political aspect of recent events in Germany. We feel, however, that local government officers in Great Britain should be furnished with an unbiased statement concerning the position of local government officers in Germany at the present time and the effect of the Hitler revolution upon their service conditions. The appended article has been written by a German correspondent who has held a prominent position in the Reich.*—EDITOR.

THE Nazi Revolution in Germany has changed the political and personal life of the nation. The power of the government was never stronger than it is to-day. The will of one party has never been expressed in all sections of cultural and administrative work in any European country in the same way as is the case in present-day Germany. This article makes no attempt to deal with the political changes of the last few months, but it will show how a very important group of administrative officials have to live under the new régime.

In Germany local government officials had, before the revolution of 1918, many important rights and privileges. Their conditions of service and privileges were similar to those of the officials in the Civil Service. They had pension rights, appeal on questions of dismissal, and security of tenure. The revolution of 1918 did not change these rights in any way. On the contrary, it gave enhanced rights in personal and political freedom, and the material standard of life in terms of salaries improved. In spite of financial and economic difficulties, officials had a relatively good livelihood after the war.



THE NATIONAL GALLERY AT BERLIN

The political situation after the revolution had strengthened the influence of trade unions and associations. Their membership increased by more than 25 per cent., and they were able to secure improvements in the conditions of work and salaries. The associations of local government officers were strong enough and ever ready to secure the maintenance of privileges and did their best to improve the position of their members. Their work was very successful.

### A Significant Change

The Hitler revolution has changed the situation in a very significant manner. Together with all other trade unions, the associations of officials were "equalised" (*gleichgeschaltet*), and the independence and autonomy of these and similar organisations came to an end. This transformation was more important in the case of professional organisations, such as the local government officers and civil servants, than in the case of industrial organisations. The transformation meant the exchange of independence for party influence and biased dictatorship. The experience of the first few months has proved that the new associations of officials cannot be used in any way as a defensive weapon when the rights of the members are attacked.

A law was introduced which would have been impossible in normal times. This law—"The Re-organisation of the Service Act" (*Gesetz zur Wiederherstellung des Berufsbeamtentumes*)—was presumed to operate officially "only for six months." It is one of the strangest devices ever discovered by a government. The time limit has now passed, and officially all the former rights of officials should have been restored. A commentator on this law, a high official of the German Home Office, has stated that, although the Reorganisation Act has officially terminated, the spirit and the principles of this Act will retain their significance, and will be expressed in a new Act to be introduced later, governing the rights of German officials. This means that in future the "gruesome nightmare," as this commentator described the Act, will remain.

The "Reorganisation Act" applies to officials of the government, municipalities, and other institutions concerned with the administration. Its object is to secure the equalisation of all the administrative organisations in Germany. An Amending Act clarifies some questions which were not really clear in the Act itself, and only emphasises the great danger of the Act itself. Under this Act it is possible to dismiss local government and civil service officials without the usual procedure under previous laws.

Before the Hitler revolution no officer could be dismissed without a disciplinary trial at which he had full rights of appeal and defence. Furthermore, it was normally not possible for an officer to be reduced to lower rank and less income. Again, he could not be compulsorily pensioned off before the age of sixty-five. His pension rights could not be touched without a disciplinary trial. These were a few of the most important rights, which have now been changed.

All officers having any connection with a republican party were to be dismissed. All "Non-Aryans," Jews, or officers of Jewish origin have met the same fate. All rights of appeal and defence have been suspended. There was no opportunity of protest with any expectation of success. The question whether the dismissed officers should have the right of pension was practically to be a matter for the government to decide. It was possible to dismiss officers without giving them a pension or giving them a smaller pension than they would hitherto have been entitled to. The terms of the law and of the Amending Act are so wide that it is possible for almost any official to be involved. The most dangerous part of the law is doubtless the regulation dealing with the dismissal of "politically unreliable" officers. Not only "Marxists," Jews, Non-Aryans and members of the "League of Humanity" are the victims of this law, but all others are also confronted with the danger of dismissal if they are found "politically unreliable."

### The "Politically Unreliable"

"Politically unreliable," in the sense of the Act, refers to an officer who cannot be guaranteed to be always on the side of the Nationalist ruling Party. The "politically unreliable" are practically all persons who have been members of other parties during the last few years or who have in other times stated to their colleagues opinions which to-day are viewed in a "non-national" sense.

It is rather difficult to compare the situation

LOCAL GOVERNMENT UNDER HITLER

(*Continued from page* 291)

created by this law with the position of officers in a country of personal and political freedom. What would be said in England if the personal life of an officer, his political opinions, the behaviour of members of his family, and the religion or race of his wife, were necessary con-

# NATIONAL EXECUTIVE COUNCIL

## SPECIAL REPORT OF THE PROCEEDINGS AT THE OCTOBER QUARTERLY MEETING

A LONG agenda, indicative once again of the Association's wide and increasing range of activities, confronted the National Executive Council when it assembled for the quarterly meeting on October 21 at Headquarters, 24 Abingdon Street, Westminster. Mr. F. J. Willett, Chairman of the Council, presided; and others present were: Mr. C. G. Brown (president); Mr. S. Lord (immediate past president); Mr. G. W. Coster (vice-president); Mr. W. E. Lloyd (hon. treasurer); Mr. P. H. Harrold (hon. solicitor for England); Mr. G. S. Fraser (hon. solicitor for Scotland); Mr. D. J. Parry (hon. solicitor for Wales); Mr. W.W. Armitage (vice-chairman of the Council); Messrs. H. Allen, A. G. M. Archibald, W. G. Auger, J. T. Baker, H. Begg, F. Bingham, A. G. Bolton, J. Chaston, A. B. Day, F. R. Finch, T. Freeman, J. E. Gee, V. Grainger, F. W. Greenhalgh, A. M. Imrie, G. Llewellyn, M. O. McAuliffe, F. V. Merriman, J. Moss, H. S. Newton, A. Denton Ogden, A. Pinches, C. A. W. Roberts, J. W. Singleton, E. Stead, G A. Stone, A. Webb, W. H. Whinnerah, J. W. Wilkinson, together with Mr. L. Hill (general secretary); Mr. John Simonds (legal secretary); Mr. W. P. Fox (organising secretary); Mr. H. G. Baker (accountant); Mr. T. Harvatt (education secretary), and Mr. H. Wright (secretary for special activities). Letters regretting inability to attend were received from Dr. Wotherspoon (vice-president), Mrs. Franks, and Mr. D. L. Griffiths.

**Representation on N.E.C.**

Correspondence was reported from the South Western and South Wales and Monmouthshire District Committees on the decision of the Council at its meeting on July 22, that the resolution passed at the Annual Conference, 1933, relating to the amendment of Rule 51—representation—should be operated forthwith. The South Wales and Monmouthshire District Committee, it will be recalled, did not acquire an additional member on the National Executive Council under the new section of the rule as there was only one candidate nominated and he was returned unopposed. The District Committee now suggested that an election should be held forthwith for the purpose of electing a further member for the district. Mr. Llewellyn, the present member, generously offered to resign his seat to permit of the election of twomembers from the district. This offer was accepted by the Council as a means of regularising the position.

Arising out of the report of the Public Relations Committee, consideration was given to the question of the action which should be taken to counteract press statements alleging corrupt practices against local government officers. The National Executive Council decided, in view of such allegations, which are believed to be groundless, that the Association shall take all possible legal steps in those cases where definite evidence is forthcoming of attempted bribery or corruption of local government officers.

The National Executive Council adopted a proposal referred to it by the Yorkshire District Committee to the effect that, where possible, a note should be appended to any motion or amendment at conference the acceptan ce of which would have the effect of reducing the income or increasing the administration expenses of the Association, giving the Treasurer's estimate of the reduction or increase involved.

**International Union**

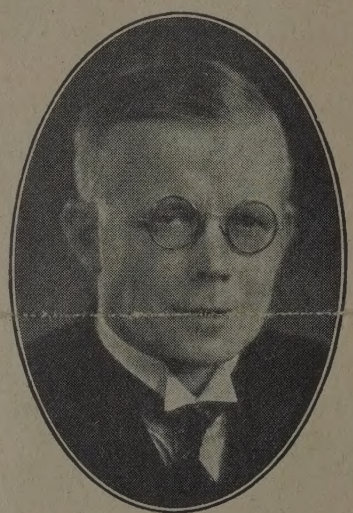
Mr. G. W. Coster was elected as a representative of the Association on the International Union of Local Authorities in the place of the late Sir Tom Percival.

Resolutions recording deepest sympathy with Mr. L. Hill, the General Secretary, in the great loss v hich he had sustained by the death of his wife, had been passed by Committees.

## BENEVOLENT & ORPHAN FUND

It had been reported to the Committee of Management of the Benevolent and Orphan Fund that approximately £70 had been received by the Fund as a result of a garden fête held at Nalgo House, Matlock. It was resolved that the Committee's thanks be conveyed to Miss Bridges, the Matron, for this donation.

Further consideration had been given by a special sub-committee to the question of providing pensions to widows, which, it will be recalled, arose at the annual conference at Folkestone, and the Committee was of the opinion that this matter did not come within the objects of the Fund. The report of the special sub-committee had been approved.



MR. F. J. WILLETT,
Chairman of the National Executive Council

The Benevolent and Orphan Fund Committee of Management reported that branches had been requested to forward all entries for the Amateur Photographic Competition to Regional Committees not later than November 6, 1933. Regional Committees had been asked to arrange for the preliminary judging of the entries to be completed not later than November 20, 1933, in order that the final judging might be completed early in December. It was stated that it should be possible for the results of the competition to be made known and prizes distributed during December.

## APPROVED SOCIETY

At a meeting of the Committee of Management of the Approved Society in April last, it was reported that 215 members, not being members of N.A.L.G.O., were liable to expulsion under rule "K"; 440 were not members of N.A.L.G.O. but were not affected by the rule; and 849 were transferred poor law officers who were not members of the Association. Letters had been sent to branch secretaries and the members concerned, as a result of which it was reported that 47 members affected by rule "K" and 64 not affected had enrolled as members of the Association. Five others had promised to join. It was resolved that further letters should be sent to the members liable to expulsion.

On the question of holding the Society's annual meeting at the time and place of the annual conference of the Association, which was the substance of a resolution at the annual general meeting of the Society in July last, and also regarding the revision of the method of receiving nominations for election of the Committee of Management, it was resolved that a special sub-committee be appointed to investigate these items and report to the next meeting of the Committee. It was further decided that Mr. R. W. Coppock (Chairman), Mr. J. Pickup (Vice-Chairman), and Messrs. W. Armitage, J. W. Purchon and F. Wise, be appointed as members of the special sub-committee.

It was reported that the Kent County Council, being the branch with the next highest membership, had elected Mr. W. F. Ottewill to fill the vacancy created by the election of Mr. F. Stapleton as Vice-President.

## PROVIDENT SOCIETY

The Committee of Management of the Provident Society had considered a reference from the annual general meeting on the question of providing medical benefits by the payment of doctors' and treatment bills for members whose illness, while not incapacitating them, demanded medical treatment and advice. A similar suggestion had been made by the Manchester and Leeds branches in 1928 and 1932 respectively, and in each case it was decided that the demand for this type of insurance would not be sufficient to keep the scheme solvent.

A report was submitted regarding the Manchester notice of motion, giving details of a scheme of benefits operated by the Teachers' Provident Society, and the Committee resolved that the annual general meeting, 1934, be informed that, in their opinion, it was not desirable to formulate a scheme to provide medical benefits at present, owing to the possibility of the amendment of the National Health Insurance Acts to include wage and salary earners whose remuneration does not exceed £350 per annum.

It was reported that membership of the sickness section of the Society at September 27, 1933, was 11,815, compared with 10,682 at the same time last year. Enrolments during the period January 1 to September 27 of this year numbered 878 and resignations 156, compared with 716 and 182 last year. The membership of the death benefit section was 735 compared with 615 last year, enrolments numbering 107 and resignations 5, compared with 44 and 1 last year.

A report of the General Secretary regarding the time-table of the N.A.L.G.O. Conference and annual general meetings of activities was considered. It was resolved that, in view of the resolution passed at the annual general meeting of the Society in 1932, "That the annual general meeting of the Society be held during the Friday afternoon preceding the opening of the N.A.L.G.O. Conference," the branches be informed of the proposed alteration of the day and time of the annual general meeting, 1934, and that their observations thereon be requested for submission to the next meeting of the Committee.

## PUBLICATIONS & RECREATIONS

On the question of foreshore rights at Cayton Bay, the Publications and Recreations Committee had considered information given by the Town Clerk of Scarborough, in conjunction with a report by the Legal Secretary, in view of which it was resolved that the members of the committee appointed to discuss the matter with the Scarborough Corporation be requested to ascertain the Corporation's terms for an agreement for a number of years, and to report to the National Executive Committee.

Draft rules in connection with the Motoring Association which the Committee had decided to form were submitted, it being pointed out that each District Committee would be responsible for administering the scheme in its area, and that no hard and fast rules should be laid down. Certain alterations of the rules were made, and it was resolved that the rules, as amended, be approved and adopted for circulation to district committees.

## SERVICE CONDITIONS AND ORGANISATION

The Service Conditions and Organisation Committee had considered the following reference from the Folkestone Conference: "That the National Executive Council be requested to adopt a definite policy in regard to eligibility for membership." A report was submitted showing: (i) the action which had been taken from time to time by the National Executive Council; and (ii) information which had been received from 143 branches in reply to a questionnaire; and the Committee had resolved that the matter be referred to the Chairman and Vice-Chairman of the Committee to consider the report and the returns received from branches and to submit their recommendations thereon to the next meeting of the Committee.

The Committee submitted a report in which they detailed the action taken with a view to the establishment of a complete system of Whitley Councils. Various matters arising have been dealt with in recent issues of LOCAL GOVERNMENT SERVICE.

**Minimum Salaries Scales**

It was reported that observations had not yet been received from all District Committees on the revised draft National Minimum Scales of Salaries and Conditions of Service for Administrative, Technical, Professional and Clerical Staffs; and that a meeting had been held on October 6, 1933, between representatives of the Association, the Sanitary Inspectors' Association and the Association of Juvenile Employment and Welfare Officers, when it was agreed, after some discussion, that these Associations would submit their observations in writing for consideration. The Committee had resolved that the whole of the observations on the revised draft National Scales of Salaries and Conditions of Service for Administrative, Technical, Professional and Clerical Staffs be referred to the Chairman and Vice-Chairman of the Committee for the preparation and submission of a report thereon to a future meeting of the Committee.

## BUILDING SOCIETY

It had been reported to the Committee of Management of the Building Society that 4,110 members had enrolled for paid-up and partly paid-up shares since the inception of the Society.



# FINANCE AND GENERAL PURPOSES COMMITTEE

THE Finance and General Purposes Committee had considered a reference from the annual conference of the Association in July on the question of obtaining an actuarial report regarding the cost of providing pensions to widows of local government officers. It was resolved that a special sub-committee consisting of Messrs. G. W. Coster, T. Freeman, W. H. Whinnerah and F. J. Willett be appointed to confer with an actuary in order to comply with the reference, and to submit a report to the next meeting of the Committee.

The following suggestions made by the West Midland Regional Committee to the Management Committee of the Benevolent and Orphan Fund had been referred to the Finance and General Purposes Committee for consideration: (i) That members should be invited to subscribe £1 a year to the Fund; (ii) That widows of such members who had subscribed for five consecutive years before death should be entitled to a grant to make up their weekly income to a minimum of 20s.; (iii) That as a general rule other widows should be entitled to allowances limited to a fixed aggregate amount only. It was resolved that the suggestions should be referred back to the Management Committee of the Benevolent and Orphan Fund for observations on the proposals.

In connection with the reference from the last annual conference of the Association that the adoption of a scheme designed to afford assistance towards hospital or nursing homes treatment, particularly for those members and dependents outside the scope of existing hospital aid societies, a report was received on the action taken by associations having voluntary hospital schemes. It was decided to appoint a special sub-committee consisting of Messrs. C. A. W. Roberts, W. H. Whinnerah and Dr. A. Wotherspoon to consider schemes at present in operation.

Consideration was given to a resolution of the Kent County Officers' Branch that adequate arrangements should be made to prevent persons other than accredited delegates from being admitted to or present at the annual conferences of the Association after the conclusion of the business which might appropriately be open to the public. It was resolved that the matter be referred to the General Secretary for decision. Another resolution from the same branch concerned the limitation of the time for speeches at conference, and it was decided that the President and Hon. Solicitor for England be requested to prepare a draft Standing Order on this matter for submission to the next meeting of the Committee.

# POOR LAW TRANSFERRED OFFICERS COMMITTEE

THE Poor Law Transferred Officers Committee reported that attention had been called to a paragraph added to Clause 59 (1) (h) of the Local Government Bill, 1933, by the Joint Select Committee which, if passed, would have the effect of disqualifying from membership of the Council of a County or County Borough Council any paid officer engaged in the administration of the law relating to the relief of the poor, or having been so engaged within five years previous to the election. Since no reference to the subject matter of this paragraph appears either in the Interim Report of the Local Government and Public Health Consolidation Committee or in the Notes on Clauses appended to that Report, it has been assumed that this paragraph was included among the printed amendments circulated by the Ministry of Health to members of the Committee; and that they had an opportunity of considering it, but made no reference thereto. On the other hand, it might equally be assumed that the attention of the Committee was not drawn to the effect which the paragraph would have of disqualifying from membership of a County Council a Public Assistance Officer of a County Borough Council, or vice versa, or the disqualification from membership of a County Council or a County Borough Council of a Public Assistance Officer although employed in another County.

The Legal Secretary examined the existing law on the subject and it was found that similar provision was made in the Poor Law Amendment Act, 1882, which was repealed by the Eleventh Schedule to the Poor Law Act, 1927, but its provisions were re-enacted in that measure. These provisions related to the disqualification of paid officers engaged in the administration of the laws for the relief of the poor from serving as a guardian and, as County Councils and County Borough Councils have taken the place of Boards of Guardians, the paragraph proposed to be inserted in the Local Government Bill, 1933, is but a re-enactment of that principle. The Association's Solicitor concurred in this view, but a communication was sent to the Ministry of Health asking the Department to agree to an amendment of Clause 59 (1) (h) on the ground that it would be unfair to make it impossible for a paid officer engaged in the administration of the laws for the relief of the poor under one County Council or County Borough Council to be a member of any other County Council or County Borough Council. The Ministry replied that Clause 59 (1) (h) was based upon section 8 of the Poor Law Act 1927, thus confirming the views expressed by the Legal Secretary and the Association's Solicitor.

The Committee reported that copies of the revised draft national minimum scales of salaries and grading and conditions of service for institutional and nursing staffs, as approved by the National Executive Council at its meeting on July 22 last, had been forwarded to district committees with a request for their observations thereon as early as possible and prior to the final adoption of national scales and conditions for these staffs.

It was recalled that at a meeting of the Committee on July 7 last, it was reported that proceedings had been commenced by the Association on behalf of a member against the South Shields Corporation, claiming a declaration that he was entitled to receive from the Corporation its due proportion of his superannuation allowance of £127 2s. 8d. The Committee now reported that South Shields Corporation, at its meeting on September 13, agreed to pay its proportion of the additional superannuation allowance, subject to the member paying the proper contributions thereon, and the case had, consequently, been withdrawn.

At a meeting of the Committee on July 7, it was decided to send a letter to the Ministry of Health protesting against the proposal of the Burton-upon-Trent Public Assistance Committee to appoint the Public Assistance Officer as Temporary Master of the Burton-upon-Trent Public Assistance Institution. This letter was sent to the Ministry on July 11, and a reply dated September 15, had been received stating that, in the special circumstances which prevailed, the Minister considered it undesirable to refuse his consent to an exception to the general rule, which he would still think it necessary in ordinary circumstances to maintain.

**REPORT OF EXECUTIVE COUNCIL CONTINUED ON PAGE 296.**

# OUR DEBT TO LOCAL GOVERNMENT

By MRS. H. A. L. FISHER

NOT long ago, I went to call upon a new baby, and found not only its young mother, but also its proud grandmother at home. The older woman reminded me that the new mother had been what she described as one of my first babies, and we reminded each other of those early days at the Babies'

MRS. H. A. L. FISHER,
wife of the Warden of New College, Oxford, and former Minister of Education.

Welcome, and how new and experimental all our work had been.

Talking over the old days brought vividly to my mind the amazing progress that we in this country have made in the matter of child welfare. The mothers whom we so eagerly coaxed to bring their babies to our Welcome had been nursed by untrained midwives. There was no sort of ante-natal care for them, and except for our amateur efforts there was no infant welfare work, no supervision of the babies, no teaching of mothercraft to their mothers.

**Mrs. Gamp has gone**

Now all over this island midwives are trained and supervised: the grubby old Gamp I once knew so well has vanished from the scene. There is hardly a mother, except in the remotest country districts, who has not within her reach a more or less complete organisation, controlled and worked by the Local Council, eager and ready to help her in her responsible business of rearing future citizens.

From the day when she first knows that she is to have a child, to the day, perhaps seventeen or eighteen years later, when that child leaves school, she and it will be helped by the efforts of her Local Council.

It may be born in a municipal maternity home, it will certainly be visited by a health visitor, it may, and should be, taken at regular intervals to a Welfare Centre, at which is available for every mother advice from highly trained specialists, and instruction not only for mothers, but also for fathers, upon how best to secure health and well-being for their children.

The result of all this is beginning to show. The young people of the present day are taller, healthier, stronger, more resistant to disease than were, upon the average, their parents. Tuberculosis and anaemia and rickets are still with us, but they are under control, and their ravages infinitely less than of old. No longer does a fine summer mean the inevitable death of thousands of babies from enteritis.

No doubt there are plenty of troubles in store for the rising generation. But they will not endure some of those with which we struggled. They will be saved from some of the agony and waste of infant deaths, for our infant death rate has been halved in a quarter of a century. Those of them who are strong will have fewer weaklings to support, for the unnecessary evils which once killed so many babies, maimed and damaged thousands more, leaving them to grow up more or less dependent upon their fellow citizens. There is still plenty to do, but more has been done, is being done, and will be done, than seemed possible, hardly even imaginable, thirty years ago.

Little though most of us realise it, completely as we take it all for granted, those Local Councils of ours, County, City, District, and Parish, are doing work for us without which our lives would be, in the words of the philosopher, nasty, brutish, and short.

Without the frequent ministrations of the dustman, how, in these days of gas stoves, would the housewife deal with her refuse? Without the unseen but persistent labours of the sanitary inspectors, and the city or county analysts and their skilled staffs, what might we not find in those brightly tinted packets of tempting food with which we regale our families? Without the constant work of the roadmen and the street cleaners how should we go dryshod about our shopping, or from home to work?

**From the cradle to the grave**

In these days of perpetual motion, the business of road construction and road maintenance is a gigantic affair, and it is all done for us by our elected councils and their staffs. Without the building surveyor and his men, how many of our houses would have damp-courses, adequate window-space, and safe drainage and clean water supplies? (In how many countries can the traveller be told, as he can in ours, that he may safely drink unboiled the water of any town and nearly every village?) How many of us live in houses not only supervised, but actually provided by the Local Council?

Without the constant work of the medical officer of health and the existence of the council hospital for infectious diseases, how many of us and our children would be perpetually laid low and frequently killed, as were our ancestors, by small-pox, fevers of all kinds, typhus, typhoid, and diphtheria? The Local Education Authorities' efforts for the education of our children, in body, character, and mind, demand a volume to themselves, and for many of those who can be no longer described as children, the Local Education Committees provide teaching of many sorts and kinds.

In short, from the day when we first decide to be born to the day of our funeral, we are looked after and provided for in endless ways by those elected councils of ours, the history of whose activities is one of the most remarkable and the least known aspect of our recent history.

## LAW OF EDUCATION

LAW OF EDUCATION. By H. J. Simmonds, C.B., C.B.E., and A. W. Nicholls, M.A., B.Litt., Barristers-at-law. (Pitman.) 16s.

Education administrators have long been in need of an up-to-date summary of the law relating to education, and this book largely satisfies the need. Part I deals with "Administration," viz. the Central Authority, Local Education Authorities and Managers. Part II deals with Elementary Education, and Part III with Higher Education and Charitable Trusts. The arrangement of the book does not follow the style adopted by Owen in his Manual, but is a continuous narrative of the whole of the legislation now in force. It is notable for its authoritative explanations of those parts of the subject which directly affect the work of directors of education, members of education committees and teachers.—T. H.

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# RECENT NOVELS

"The Man at Lone Tree," whose adventures and those of his friends are related by Mr. Allan Sullivan, gives himself out as "John Smith." For his companion he chooses the more lofty name of Plato, but great danes are beasts of dignity and must be treated in a becoming manner. Plato in ancient Hellas was the god of gold and gold the mightiest power ever known. Golden treasure then becomes Mr. Smith's own particular theme. Some fair sample he now has by him, so down into Kent he goes, finding a secluded cottage good enough for his present purpose. Where gold was once abounding, might it not again be? So reasoned some who had come to learn of Smith's digging days; finally, therefore, they decided to give up spending their time in looking out across Rye Harbour into horizons and pack at once for the land of great open spaces where men are men. Off they went with Plato in active partnership, a great adventure, a golden prospect.

Of all such and vastly more we are well supplied by the author. Naturally the love interest is deep and strong; Mark's own devotion is the abiding response that such a girl as Jennifer needs, but before the happy bells are sounded comes many a discordant, many a questioning note. "The Man at Lone Tree" is a clever stirring romance in liveliest style. (Ward, Lock, 7s. 6d. net.)

* * *

"The Secret Adventure" of Mr. Ottwell Binns (Ward, Lock, 7s. 6d. net.) has behind it another point of secrecy; that is, as to how the author can carry on through three dozen separate adventures and be aye ready at demand. It will soon be no secret that the present story is well up to the standard of Mr. Binns at his best. Young Dick Barnfyhde is the victim of a Polish gang who need him out of the way and soon achieve their murderous purpose. Before he breathes his last, Dick begs that someone would rescue his sister from an undesirable position in Danzig. Godfrey Pardoe felt that he was the man fated to do it and agreed accordingly. "Yes, of course. I should be a hog if I refused." Other fellows would have funked it by reason of such dangerous and numerous pitfalls. His supporters alike with himself had realised how clever was the network spread to entrap him, how all of it was a plot done under the guise of patriotism.

At Madame Sahm's, off the Jerozolimska Avenue, adventure in earnest begins; it follows thick and fast and never a page is lacking in thrill. A friend of Pardoe's joins the cry when danger seems at its blackest and to Jimmy Hardinge, Pardoe and Fanny owe much. The end, after a great fight for life, is what we should all expect. "And with his arm around her she watched the lights of the Free City fall away in the summer darkness." They were sailing for England.

* * *

When, as we are informed, "She came close to him" and began to say hurriedly: "Sir Arthur—I honour and respect you more than any man on earth—" we know how little there is left of the story and what that little is. The felicities of this "too happy" confession result from a long and adventurous chain of doings and in the full account our own passing amusement is kindled into partizan sympathy.

But respecting the "Girl in the Dark," to whom we are introduced by Mr. E. C. Vivian (the pleasure being his as well as ours), well, there of a certainty the reviewer must "Keep Dark." Ernest Colvin is murdered in broad daylight, in a London street which is anything but secluded. How, why and through whom it happened makes a capital complicated story, excellently told, creating a desire for more. Mr. Vivian's many readers will welcome it (Ward, Lock, 7s. 6d. net), while others may be induced by the fiction fact that death lurks in simple strands of silk, and that ladies' lip-stick can prove equally fatal.


# ONLY TWO MONTHS LEFT★

## After that you may lose for ever

Your opportunity of joining one of the finest schemes of sickness insurance and savings bank *combined* without going through the usual formalities of medical examination.

### What you get:

- A payment during illness, according to your monthly contribution, which will prove a boon in meeting the extra cost of doctors' bills, medicines, and special nourishments.
- Two weeks' free residence at the N.A.L.G.O. Convalescent Home at Matlock to recuperate after an illness.
- Most of your contributions—last year nearly 75%—credited to your own account at the end of each year, and withdrawable in accordance with the rules.

### What you pay:

A calendar monthly contribution chosen from the following table after deciding what amount you desire to receive whilst ill.

| Monthly Contribution | Weekly Benefit |
|---|---|
| s. d. | £ s. d. |
| 1 0 | 7 0 |
| 2 0 | 14 0 |
| 3 0 | 1 1 0 |
| 4 0 | 1 8 0 |
| 5 0 | 1 15 0 |
| 6 0 | 2 2 0 |
| 7 0 | 2 9 0 |
| 8 0 | 2 16 0 |
| 9 0 | 3 3 0 |

*Full particulars and enrolment forms from—*

# NALGO PROVIDENT SOCIETY

**24 Abingdon Street, Westminster, S.W.1.**

★ You must decide before December 31 to join the Nalgo Provident Society, if you are under 40 and wish to be admitted without medical examination. Those over 40 will have the medical examination fee refunded.

# NATIONAL EXECUTIVE COUNCIL

(*Continued from page 293*)

## PROCEEDINGS OF THE LAW AND PARLIAMENTARY COMMITTEE

IN the report of the Law and Parliamentary Committee submitted to the meeting of the National Executive Council on October 21, details were given of a large number of cases in which legal advice and assistance had been rendered to members. The following is a summary of the cases which had been dealt with since the previous meeting:—

*Compensation for Loss of Office or Emoluments:* Local Government Act, 1929, transferred Poor Law officers—9 cases; County Review Orders—7; Rating and Valuation Act, 1925—1; London Passenger Transport Act, 1933—2; Ministry of Health Provisional Order Confirmation (New Sarum Extension) Act, 1927—1; Education Act, 1902—2. Total, 22.

Conditions of service of transferred officers: Local Government Act, 1929—4; London Passenger Transport Act, 1933—3. Total—7 cases.

Superannuation—38 cases.

General legal questions (other than the particular cases referred to in the agenda)—24.

### Compensation Appeals

The Committee further reported that since their meeting on July 8, 1933, decisions had been given on the following compensation appeals under the Local Government Act, 1929, by the Minister of Health:—

| Compn. granted. | | Compn. on appeal. | | Increase. |
|---|---|---|---|---|
| £ s. d. | | £ s. d. | | £ s. d. |
| 25 9 11 | ... | 35 0 0 | ... | 9 10 1 |
| 38 4 10 | ... | 54 0 0 | ... | 15 15 2 |
| 31 17 4 | ... | 44 0 0 | ... | 12 2 8 |
| — | ... | 10 10 0 | ... | 10 10 0 |

In one case action had been taken in support of the claim by a member, the insurance company offering the sum of £200, while the member was not prepared to settle for less than £350. The company increased the offer to £300 and reasonable costs, but eventually were induced to offer £350 and £12 12s. solicitors' costs, an offer which the member accepted.

The resolutions passed at the annual conference of 1933, urging the introduction of a compulsory Superannuation Bill, had been forwarded to the Ministry of Health, and in a reply, dated July 26, 1933, it was stated that the Minister noted the resolutions, but regretted that in the present state of public business it was not possible for the Government to contemplate the introduction of legislation on this subject.

### Road Traffic (Amendment) Bill

The Law and Parliamentary Committee submitted a report on the Road Traffic (Amendment) Bill which was presented by the Minister of Transport on July 7 last. Under this Bill it is proposed to restrict the provisions as to compensation to officers, which are contained in Section 116 of, and the Fourth Schedule to, the Road Traffic Act, 1930, to cases in which an officer suffers direct pecuniary loss by reason of the repeal effected by the Act of 1930 of provisions relating to the licensing of public service vehicles by a local authority.

As a result of the Act of 1930, certain duties performed by officers of local authorities in connection with public service vehicles and, in particular, the examination thereof, were transferred to officers to be appointed under the Act, and representations were made to the Ministry of Transport when the Bill for the Act was under consideration that provisions for compensation to officers who might be thus affected should be inserted in the Bill. The terms of a compensation Clause and Schedule were discussed with the representatives of the Ministry and, subject to several points, these provisions were, in substance, agreed and inserted when the Bill was before the Standing Committee of the House of Commons.

In the Standing Committee provisions now contained in Part V of the Act of 1930, with regard to the running of public service vehicles by local authorities, were inserted, including provisions with regard to working and other agreements between local authorities or between a local authority and another body or person.

The compensation provisions in Section 116, together with the Schedule, are of general application and apply not only in the case of officers concerned in connection with the grant of licences or the examination of vehicles who may be affected by the Act, but also to officers who may be affected as a result of a working agreement under Section 105.

The effect of the pending Bill will be to exclude cases arising under Section 105 and to restrict the compensation provisions to officers affected by the repeal by the Act of 1930 of provisions relating to the licensing of public service vehicles by a local authority or by reason of anything done in consequence of any such repeal.

The position arising as a consequence of working agreements by local authorities with other authorities or bodies in connection with the running of public service vehicles, involving in some cases the cessation by a local authority of the working, for instance, of a tramway undertaking, has become increasingly important by reason of the number of cases in which such agreements are, and are likely to be, entered into, and the application of the compensation provisions in the Act of 1930 to cases arising under Section 105 is of considerably more importance now.

The Committee added that it was understood that the Government had decided upon the legislation proposed by the Bill on the ground (*a*) that it was not intended on the part of the Ministry of Transport that the compensation provisions should apply to cases arising under Section 105, and (*b*) that under the Act of 1930 any such compensation would be payable out of the Road Fund, and this the Government cannot agree to.

It was further understood that the Ministry take the view that it is anomalous that, in the case of a working agreement between a company and a local authority, the officers of the local authority should be compensated, while no provision is made with regard to compensation to officers of a company.

As a result of inquiries, it was ascertained that a mistake was made when the compensation provisions were made to apply to the whole of the Bill and not merely to the part relating to the regulation of public service vehicles. Directly the contents of the Bill became known to the Association representations were made to the Ministry of Transport and Sir Henry Jackson, M.P., was asked to make it clear during the debate on Second Reading, that the Association could not be taken as assenting to the restricting of the compensation provisions as proposed by the Bill.

### Representations to the Ministry

In view of the representations made by the Association, the Second Reading of the Bill, which was to have taken place on July 13, was deferred. On July 17 the Association's Parliamentary Agent and the Legal Secretary had an interview at the Ministry of Transport, when the position was fully discussed.

During the discussion it was intimated by the Ministry's representative that the Government could not possibly agree that officers of local authorities who may suffer loss in consequence of working agreements made by such authorities under Section 105 of the Road Traffic Act, should be compensated out of the Road Fund. On behalf of the Association it was agreed that the compensation in such cases ought not to come out of the Road Fund, but it was urged that the local authority responsible for making the agreement should be required to provide the compensation. To this the Ministry's representative replied that the department could not require local authorities to compensate in such cases. He further intimated that, although the Bill would not be proceeded with until after the autumn, it was the intention of the Government to pass the Bill and that it would be made retrospective in effect to the date of introduction, namely July 7, 1933.

Following this interview, representations have been made by N.A.L.G.O. to the Association of Municipal Corporations, expressing the hope that the latter body would co-operate with N.A.L.G.O. with a view to obtaining in the Bill a clause to provide for the compensation of officers who suffer a loss in consequence of working agreements made under Section 105 of the Road Traffic Act.

# EDUCATION COMMITTEE

THE Education Committee had received from the Registrar of the Incorporated Society of Auctioneers and Landed Property Agents a letter notifying the Association that all holders of the N.A.L.G.O. Preliminary Examination Certificate would be granted exemption from the preliminary examination of the Incorporated Society.

In connection with the course for the Diploma in Public Administration at the University of Sheffield, a report had been received showing that, at the close of the 1932-33 session, 19 students took the Part II (Final) Examination, 13 of whom were successful, and 17 took the Part I Examination, 12 being successful. During the two University sessions that the course had been in existence, the students numbered 58. For the 1933-34 session, 24 Sheffield Guild members had intimated their intention of enrolling as new students for the Part I course, and there would be 15 students for the Part II course.

Further consideration was given to a scheme for the assistance of students desiring to obtain professional and other qualifications, in accordance with a reference from the 1933 annual conference of the Association, and it was resolved that the amended draft scheme be reported to the National Executive Committee, and that the annual conference be recommended to approve the extension of the scheme to include sessional fees for Degree and Diploma courses, particularly in public administration, as the universities were rapidly developing the facilities for the training of local government officers.

Mr. Harold Silcock, who had been awarded the N.A.L.G.O. Exhibition for 1933, wrote expressing his thanks. Without the Exhibition, he stated that he would not have been able to take a course for his final examination.

It was reported that, during the period January 1 to September 30, enrolments in connection with the Nalgo Correspondence Institute numbered 569, compared with 484 in the corresponding period last year. In September last, 206 students enrolled, representing the highest number of enrolments in any one month since the inception of the Institute, and compares with 129 in September, 1932. The number of students taking courses since the Institute was started was stated to be 6,386. Students who had passed examinations during this year numbered nearly 300. It was reported that arrangements had been made for the Clerical Assistants Examinations to be held in two parts, and that Mr. John Moss had agreed to act as Director of Studies. New arrangements for the I.M.T.A. course were reported to be well in hand, the proposals including a free service for junior students and the offer of free tuition each year for the Intermediate Examination to students who showed the greatest proficiency in the junior test papers.

## INDUSTRIAL DEVELOPMENT

THE INDUSTRIES OF GREATER LONDON, by D. H. Smith, Ph.D. (P. S. King, Ltd., 10s.)

The object of this book, as stated by the author, is to analyse the recent industrial development of that part of metropolitan England adjacent to London, which is bounded on the east by the Lea Valley extending from London to Ware, and on the west by the Thames Valley extending from London to Windsor.

To what extent are industries migrating southwards? What are the types of industries which are growing up in Greater London? How do these industries affect the population of London and the creation or destruction of social amenities? These are some of the questions which Dr. Smith, who has spent four years collecting evidence on these matters, deals in a most interesting and lucid way.

Dr. Smith shows reason to believe that the increase of factories and of workers in Greater London is only to an insignificant extent at the expense of other parts of England. There is predominantly an increase of light industries catering for the market, such as have always centred in London. What makes them conspicuous now is that they continue expanding when heavy industries are often stationary or actually shrinking.

Dr. Smith's analysis shows that of firms now manufacturing in the area covered, 243 have migrated outwards from London, 20 from the U.S.A. and 27 from the provinces, while 82 have grown up gradually on the spot and 232 are new companies started during the past decade. Of the 27 immigrants from the provinces only 14 come from the Midlands or the North, contrary to a widespread belief.

The book should prove of the utmost value to the economist, the individualist and the social worker. It contains a short foreword by Sir Raymond Unwin, and the author has wisely made use of graphs and diagrams to illustrate the results of his industrial survey.—C. K. W.

## COURSE FOR HEALTH VISITORS

A post-certificate course for health visitors, school nurses and others interested in public health and social service is to be held at Bedford College for Women, University of London, from December 27 to January 6 under the auspices of the Women Public Health Officers' Association. As a result of recent legislation, women are called upon to play an increasingly responsible part in the public health services, and this year's course—the thirteenth—is likely to arouse even greater interest than in past years. Now that local authorities are empowered to pay all reasonable expenses of health visitors attending such courses, it is possible for health visitors who might otherwise not be able to attend to take advantage of this valuable medium for acquiring practical knowledge of health problems. An address of welcome is to be given by Viscountess Erleigh, Vice-President of the Association, and the school will then proceed to devote attention to various problems included in the course title of "Health: the Master Key." Four sections deal respectively with life, growth, knowledge and citizenship, and in connection with each section an observation visit has been arranged. Highly-qualified authorities have consented to lecture on many important subjects.

## CITY MANAGERS IN CONFERENCE

The twentieth annual conference of the International City Managers' Association, held in Chicago on September 18 to 20, was the largest in the history of the Association. In his presidential address, Mr. C. A. Dykstra, City Manager of Cincinnati, sounded the keynote of the conference in his discussion of the new relationships between cities and the federal government, problems of debt and revenue administration, the need for the reallocation of governmental functions, and the work of the federal emergency administration of public works.


# A guaranteed capital sum at sixty

Have you ever thought how easy it is to guarantee the payment of a large amount when you retire, and incidentally what a boon it will be? The small monthly saving entailed will never be missed and from the moment you commence saving the whole of the capital sum (plus accrued profits) is payable to your dependants should death occur.

***ENDOWMENT ASSURANCE IS STILL THE BEST INVESTMENT***

***An Example:***

| | |
|---|---|
| Age Next Birthday - | 35 |
| Monthly Saving - - | £1 11 3 |
| Payable at 60 - - - | £500 |
| Estimated Profits - - | £250 |
| Total Payment at 60 - | £750 |

***Another Example:***

| | |
|---|---|
| Age Next Birthday - | 40 |
| Monthly Saving - - | £1 12 6 |
| Payable at 65 - - - | £500 |
| Estimated Profits - - | £250 |
| Total Payments at 65 - | £750 |

THINK WHAT YOU COULD DO WITH £750. REMEMBER YOUR INVESTMENT IS ABSOLUTELY SAFE. THERE IS NO DEPRECIATION. NO MARKET FLUCTUATION. YOUR DEPENDANTS ARE PROTECTED AND YOUR RETIREMENT IS SAFEGUARDED AGAINST FINANCIAL WORRY.

This attractive scheme is offered by **N.A.L.G.O.**

*Further particulars are obtainable from—*

**24, Abingdon Street, Westminster, S.W.1.**

# SCOTTISH COUNCIL

## DISCUSSION ON WHITLEYISM AT THE AUTUMN MEETING

THE autumn meeting of the Scottish Council was held at Stirling on September 30, and was fairly well attended. Mr. Hugh Begg, F.R.C.V.S., who presided, made appropriate reference to the loss sustained by the General Secretary on the death of his wife, and it was agreed to send Mr. Hill a letter expressing sympathy.

### Whitleyism

Probably the most important question under discussion was that of Whitleyism. It arose in connection with Mr. Begg's report of the Executive Committee. There seemed to be a division of opinion on the subject, and some were anxious for further information, particularly with regard to the actual working of Whitley Councils. It was finally agreed to ask Mr. Armitage, who has long been interested in the promotion of Whitley Councils, and has had experience of their working, to address the next meeting of the District Committee.

Another question in the Executive Committee's report had reference to the rebate to County Branches of an additional 5 per cent, and it was agreed that all County Branches applying for the additional rebate be granted it.

### Educational Activities

The advisability of holding another Summer School at St. Andrews was also discussed, and it was agreed to approve of the Education Sub-Committee's recommendation that such a school be held. It was also agreed to ask the Poor Law Examinations Board to extend the scope of their General Knowledge Examination so that it might become the appropriate examination for all entrants to the Local Government Service in Scotland. It was felt that if this were done the Association ought to have a representative on the Examinations Board.

Regarding the course of study for the Diploma in Public Administration by the Glasgow School of Social Study, a report was submitted on the success which attended last year's session and the number of enrolments for the ensuing year. It was agreed to recommend that, if necessary, a grant be made to the School of Social Study commensurate with the number of enrolments, but in no case to exceed £40.

### Lanark County Council Case

Mr. Borland, who submitted the report of the Parliamentary Bills Committee, referred to the withdrawal of the action against Lanarkshire County Council and the steps taken regarding the proposed Special Case to be submitted to the Court in order to determine the right to payment of compensation granted under the Rating (Scotland) Act, 1926, in the case of officials holding new appointments.

It was agreed to continue affiliation to the Scottish Youth Hostels Association and to make payment of the subscription of £5.

### Restoration of Salary Cuts

The number of authorities restoring the salary cuts is increasing slowly but surely. In our last issue we reported the discontinuance of the cut in Stirlingshire. Since then there has been a motion before the Stirling County Council to re-impose the cuts. The Council were against the re-imposition of the cuts, but it was agreed to ask the staff whether, in view of the present economic conditions, they would be prepared to make a contribution in excess of the statutory amount to a Superannuation Scheme should such a scheme be adopted. This is rather an odd proposal, but it is satisfactory to know that the question of any further deduction in salary is at an end. The Town Councils of Ayr, Musselburgh, and Kelso have recently restored the cuts, and Roxburgh County Council have modified the cuts.

## B.B.C. TALKS ON LOCAL GOVERNMENT

Interesting to N.A.L.G.O. members and the general public alike should be the talks on Local Government which form part of a series to be broadcast by the B.B.C. Four talks are scheduled: November 1: "Do you get Good Value for your Rates?" (Dr. W. Ivor Jennings, Ll.D., Reader in English Law at the London School of Economics); November 8: "A Councillor Cross-examined" (Councillor Lady Simon and Dr. W. Ivor Jennings); November 15: "A Medical Officer Explains" (Dr. W. M. Frazer, Medical Officer of Health of Liverpool); and November 22: "Municipal Services *versus* Private Enterprise" (two councillors whose views on the matter are opposed will carry on this discussion). These talks will show how closely Local Government comes to the individual householder and the members of his family and what the consequences would be if its efficiency were to fail.

## EFFECTIVE SELF-EXPRESSION

People in almost every walk of life find a need for word mastery and self-expression. This is the case with the local government officer, whose job it is to report, estimate, and recommend both verbally and in writing. With the delegation of work which is necessary, efficiency depends on perfect communication of ideas, and on the facility with which they are interpreted in words depends the smooth working of the office machinery. A fascinating means of attaining fluency of expression is provided by the courses of the Regent Institute, Palace Gate, London, W.8, the students of which are drawn from some 120 different countries. The student who applies himself in earnest to the lessons should gain inestimable advantages.

(*Continued from col. 3*)

has encouraged a record number of new students to enrol during 1933. Up to the end of September enrolments had been received from 569 students, as compared with 484 during the corresponding period of 1932. There is every indication that the record number of enrolments during 1932 (783) will be considerably surpassed in 1933.

Copies of the leaflets describing the courses arranged by the N.C.I can be obtained from branch officials or from the headquarters of the Association.

### Scholarships Scheme

It is reported with pleasure that the awards given below have been made in connection with the Association's Scholarships Scheme.

Previous awards have been reported in earlier issues of LOCAL GOVERNMENT SERVICE this year. Members who are interested in the scholarships scheme should note that those who wish to compete for awards should send in their applications to the Association at the time when they enter for their examinations. Full particulars of the scheme are available from branch officials or the headquarters of the Association.

| Name of Examining Body | Nomination. | Department. | Local Authority. |
|---|---|---|---|
| Poor Law Examinations Board | | | |
| Relieving Officers—Scholarship | Burgess, Miss I. L. | Public Assistance | Manchester |
| Prize | Levinsohn, H. G. | Public Assistance | Newcastle-on-Tyne |
| Institution Officers—Scholarship | Dawber, J. | Public Assistance | Wigan |
| Prize | King, D. A. | Public Assistance | L.C.C. |
| Incorporated Association of Rating and Valuation Officers | | | |
| Exhibition | Whyler, A. E. | Rating | Lambeth |
| Scholarship | Wilkins, J. L. | Valuation | Poplar |
| Prize | Westwood, J. H. | Valuation | Wolverhampton |
| Library Association | | | |
| Scholarship | Makepeace, Miss B. M. | Public Library | Stroud |

# STUDENTS' NOTES

### By the Education Secretary

AT a meeting of the General Purposes Committee of the Middlesbrough Corporation held on September 26, presentations were made of four Intermediate Examination Certificates awarded by the N.A.L.G.O. The successful officers were Messrs. F. M. Hardistry, George Hutchinson, and F. Brasnett, of the Town Clerk's Department, and Mr. F. Earl, of the Education Department. The Chairman, Alderman T. G. Poole, in making the presentations, extended congratulations to these officers.

A few days later, on October 2, a similar presentation was made at the Executive Committee of the Wallasey Branch of the Association. The President of the branch, Mr. William Wilson, Chief Librarian, presented Mr. F. Furness and Mr. L. J. Slocombe, both of the Town Clerk's staff, with the certificates gained by them on passing, with distinction in Public Administration, the recent examination (Intermediate Grade) of the National Association of Local Government Officers. Mr. Wilson warmly congratulated the two students on their well-deserved success and expressed the pleasure it had been to him in the early part of their studies to be of assistance in the giving of advice as to text books.

The N.A.L.G.O. Examinations, in Mr. Wilson's opinion, had come very definitely to stay. The Association's comprehensive correspondence courses, which were availed of by Mr. Furness and Mr. Slocombe, provided for officers in the various departments of a local authority a training which they would possibly not otherwise be able to obtain. Mr. Wilson hoped that the success obtained by them would be a stimulus to others to prosecute their studies in the same way and with the same ultimate success.

Similar ceremonies have been arranged in other areas.

The next N.A.L.G.O. Examinations will be held on January 18, 19 and 20, 1934. Entry forms should be sent in not later than November 30.

### Sister Tutor Scholarship

Particulars of the Sister Tutor Scholarship for 1934 are now available. The scholarship is of the value of £150, and has been instituted to assist a nurse member of the Association to take the special course of training lasting one year at King's College, London, for the Sister Tutors Certificate. Nurses who wish to compete for the award should note that an examination will be held on May 26, 1934, and that applications should be received not later than May 2, 1934. Copies of past examination papers can be obtained from the Education Department at the headquarters of the Association; these will give intending candidates an idea of the scope of the examination.

### Correspondence Institute

Successes in examinations have been reported by no less than 298 students during the first nine months of 1933. This surpasses the corresponding number for any previous year. It is interesting to note also that a large number of N.A.L.G.O. exhibitions, scholarships and prizes have been won by students of the Correspondence Institute.

The continued success of students of the Nalgo Correspondence Institute together with the steady improvement in the tutorial papers

(*Continued in col. 2*)

# BRANCH NEWS

**Gellygaer U.D.C.**

Gellygaer U.D.C. have accepted from the Branch an enlarged photograph of the Duchess of York and the Chairman of the Council, taken when the Duchess recently visited the District. The photograph is to be hung in the Council Chamber together with framed certificates of merit awarded to the Branch for their contributions to the B. and O. Fund.

**Monmouth**

The officials of the Borough of Monmouth and the Rural District Council have decided to form a Branch. We offer them a hearty welcome to N.A.L.G.O.

**Pontardawe**

The Branch has now been revived and boasts a hundred per cent. membership.

**Abertillery**

The Abertillery Branch has reached 100 per cent. membership.

**Glamorgan**

A meeting of Public Assistance Officers was held at Aberdare on October 10. Mr. Tromans presided, and in addition to the local members Mr. A. J. Gould, President of the Glamorgan County Officers' Branch, Mr. C. B. Bright, Hon. Secretary; Mr. W. G. Charles, Hon. Treasurer; Mr. L. Bevan, Mr. J. Hughes and Mr. J. E. N. Davis, Divisional Secretary, attended. The splendid support which the Glamorgan officials are giving to all branches of the Association's activities is most encouraging.

**South-west Gloucestershire**

It was reported at a meeting of the newly-formed South-west Gloucestershire Branch at Thornbury that the membership now exceeded 50. A report was presented by Mr. Millard, representative on the county executive committee, and Mr. A. W. Boulton reported on the proceedings at the South Western District Committee at Torquay. The date of the annual meeting was fixed for November 8, at Warmley.

**Hastings**

The Mayor of Hastings (Councillor H. Burden) declared open the new recreation rooms of the local branch of the National Association of Local Government Officers and the Hastings Electricity Department Social Club, and after the ceremony challenged the billiards champion of the club. It was decided to play a game of 25 up, and Councillor Burden finished 14 ahead.

**New Branch Journal**

Within the past few weeks the Hull Branch have published a local journal under the title of *The Hull Link*.

## "SONG OF THE CHARTER"

A "Song of the Charter" has been written, and suitable harmony composed, by two members of the administrative staff of the new Borough of Southgate—both members of N.A.L.G.O. There is a delightful originality in the words which give expression to the civic pride engendered by such an important event as the visit of a member of the Royal Family to declare the Royal decree, and an invitation to all and sundry to "come and make merry." The simple yet tuneful music is set to a tempo which gives it a swinging rhythm, admirably adapted to the words. Mr. E. E. Stockwell, who is responsible for the words, and Mr. Harold Barker, the composer, are to be congratulated upon their united effort.

WHEN REPLYING TO ADVERTISEMENTS PLEASE MENTION "LOCAL GOVERNMENT SERVICE."

# RUSH TO ENROL

## While the Autumn is here

Although correspondence courses can be commenced at any date in the year, it is undoubtedly advantageous to do so now. Two further advantages are obtained by enrolling with the NALGO CORRESPONDENCE INSTITUTE, as follows :—

1. All the tutors are experts and are engaged in a practical way in the administration of the subjects they teach.

2. A special discount from the fees is allowed to members of N.A.L.G.O. Over 6,500 students have trained with the NALGO CORRESPONDENCE INSTITUTE. Why don't you invest in a course ?

*The following is a short list of Institutions for whose examinations coaching is arranged* :

National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Institute of Municipal Treasurers and Accountants.

Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Association of Secretaries and Corporation of Certified Secretaries.

Sanitary Inspectors' Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(*a*) Relieving Officers.
(*b*) Institution Officers.
(*c*) Clerical Assistants (new course now ready).

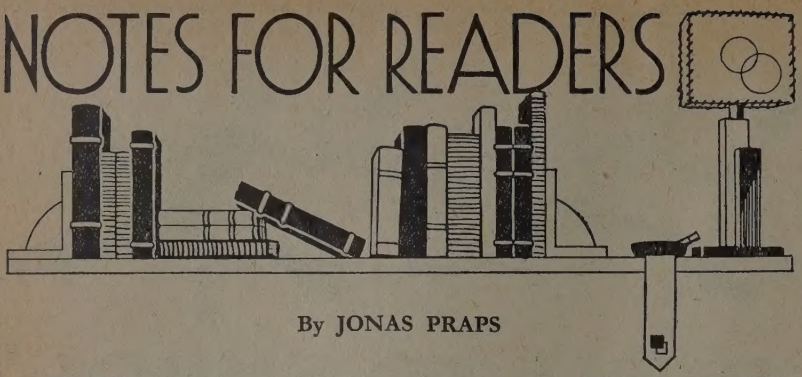
Poor Law Examinations Board (Scotland).

**Full particulars from the**

# NALGO CORRESPONDENCE INSTITUTE

**24 Abingdon Street Westminster, S.W.1**

# NOTES FOR READERS



By JONAS PRAPS

NOVELISTS, historians and biographers have united lately in giving us a picture of the Victorian era. Wingfield-Stratford's concluding volume of his Victorian trilogy, "The Victorian Aftermath, 1901-1914" (Routledge, 12s. 6d.) has just been published. This volume passes under review the social and political atmosphere of the later Victorian epoch and its influence upon the Edwardian period, and maintains the standard of excellence of the earlier volumes. Edgar Jepson's "Memories of a Victorian" (Gollancz, 8s. 6d.) is a much more intimate record. It recounts his own personal experiences—chiefly in revolt—delightful criticism of the (to us) absurd worship of custom.

Those who are old enough to carry their minds back to the 'seventies and 'eighties will relish the delightfully sly manner in which Mr. Jepson digs at the Victorian child, Victorian Oxford, etc., ending with Victorian London in the 'nineties, particularly the careers of a few literary gentry of that day. There is excellent fare, and my sympathies go out to him as seated in church shining (with pomade) itching (with flannel) and "agreeably perfumed," he found the lion's face on the Royal Arms on the altar piece "a great relief from the Litany." The book is full of good things.

**Beverley Nichols' Plays**

"Failures" is the title given by Beverley Nichols to a collection of three plays published by Cape (7s. 6d.), and whilst they may not have been successful commercially they form excellent reading. There is good character portrayal and the inevitable Nichols wit. "Avalanche" describes a snow-bound party in a Swiss chalet for less than a day and a half. The host is a young dramatist, and as a dramatic aid to his new play untruthfully leads his party to believe that war has broken out between England and America. The effect upon the English financier, the American poet, the young-man-about-town with Jingo ideas, and the rest of the party is magical, and leads to very strained relationships in what had been a not unhappy party. If we grant the possibility of such insufferable persons as Lord and Lady Rockstone existing to-day, the characters are very humanly drawn.

**Malayan Stories**

Mr. Hugh Clifford, of the Malayan Civil Service, first published "Malayan Monochromes" in March, 1913, since when it has been reprinted several times and is now issued in cheaper form (Murray, 3s. 6d.). Some of the stories are horribly gruesome—"Cholera on a Chinese Junk," for example. The terrible experiences of a number of Chinamen selling themselves to work in the mines of the Malay Peninsula in order faithfully to discharge the Chinaman's duty of supporting his parents. That the writer knows his people and their strange ways these stories give ample and interesting evidence.

One of the epic books of travel experiences which I should rank with "Arabia Deserta" and Hornby's account of his journey across the Barrens in "Snowman" is "The Book of Talbot" (Faber, 15s.). You must read the account at first-hand; it is difficult to quote from satisfactorily. His widow, Violet Clifton, tells the story of his life, chiefly from his diaries. Before he was twenty years of age he had been twice round the world, he is said to be the only man to have lived for any lengthy period with the Eskimos, and his experiences in the Barrens, in Tibet, and in many other strange places bear and will repay careful reading. He was a strange, forceful character.

"Lost Horizon," by James Hilton (Macmillan, 7s. 6d.) is a story of the adventures of a small party of three men and a woman in Tibet, of their detention in a Lama monastery from whence no visitor returns.

In Galsworthy's last book, "Over the River" (Heinemann, 7s. 6d.), the writer continues the story commenced in "Maid in Waiting" and continued in "Flowering Wilderness," and deals with the development of the delightful character Dinny and her sister Clare. As usual the dialogue is excellent, and few accounts of divorce court proceedings have been given with such stark reality.

Briefly, I may name "Rolling Stone," by Lowell Thomas (Long, 16s.), telling the story of Dugmore's adventures in the War, but more interestingly photographing wild animals.

Strasser's "The Mongolian Horde" (Cape, 7s. 6d.), an artist traveller's adventures in Mongolia, Tibet and China.

Compton's "Bad Queen Bess" (Ouseley, 6s.), a general account of the queen's life, giving us the blacker side of her character.

If, as I judge, my province is to draw attention to books which will interest the average municipal official, and the glut of good material with which the publishing season has commenced continues, my task will be difficult.

## ACCOUNTING MANUAL FOR SMALL CITIES

This publication by the Municipal Finance Officers' Association of the United States and Canada is stated to be for towns "under 25,000 population." There is sound sense in publishing a separate manual for small towns, one obvious reason being that they are not usually so well staffed as larger towns. By this I mean smaller towns, at any rate in England, are frequently under-staffed. In fact, often the financial officer in a small town has to work even longer hours than his colleagues in the larger places, because of the shortage of staff. Consequently the special difficulties of the smaller towns do demand special consideration if only for the purpose of meeting the difficulty of staff shortage.

**Periodical Overhaul**

This book of 76 pages outlines an accounting system and suggests the financial statements considered appropriate to such towns. I have read it from cover to cover, and found it interesting. Most of its contents will be known already to financial officers and senior men in finance departments, but, even so, the book should be read since it makes one think. The author urges the overhaul of systems from time to time to see whether they still meet the changed requirements of the municipality—a thoroughly sound suggestion, although, of course, not nearly as common as is desirable.

**Budgetary Control**

In a chapter dealing with "Accounting statements" the author stresses the importance of the titles to the statements, making it quite clear what it is the statement sets out to show. Throughout the book he obviously places a great deal of trust in budgetary control. One suggested statement shows "allotment comparisons" or, as we should call it, "a comparison of the actual income and expenditure with the estimated figures." The final chapter sets out in much detail the Journal entries to cover all situations that may confront the Accountant in a "small city."

Altogether, this is a book which beginners in municipal finance in this country should read, if only for the value which attaches to comparative study of systems of municipal bookkeeping.—R. W. E. B.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# ARE RATES A BURDEN?

By DUDLEY CHILDS, A.I.M.T.A., Borough Treasurer's Dept., Torquay

MR. DUDLEY CHILDS

[*Mr. Dudley Childs gained first prize in Class II of the N.A.L.G.O. Summer School Essay Competition.—Editor.*]

RATES, as a form of taxation, are bound to represent a burden on the community inasmuch as individuals are compelled by legal enactment to contribute to the common purse.

Regarding rating from the standpoint of Adam Smith's honoured maxims of taxation, the local levy conforms fairly well to the canons of Certainty, Convenience, and Economy; but the position in regard to Equality is far less satisfactory. However adequate the rent of the hereditament occupied by an individual was a hundred years ago as a measure of ability to pay, it cannot now be argued that this is a good criterion.

**Capacity to Pay**

It may be said that the rent or annual value of a man's property gives some measure of his total income, but this is far from being an accurate measure, and is the utmost concession which rating gives to the principle of ability to pay. On the other hand, rates are a regressive form of taxation which press most heavily on the poorer classes of people. Everyone has to pay rates in some form or other, either directly or as rent. The rent portion of a poor man's income is proportionately far larger than in the case of one more well-to-do; but the rating system takes no cognisance of this fact.

Rates, in common with all taxes, are an artificial creation and do not possess any inherent qualities of fundamental wisdom. On the contrary, they are a particularly inflexible form of taxation and appear unrefined when contrasted, for example, with the graded and elaborately adjusted income-tax. For these reasons there are bound to be varying densities of burden on (i) Different parts of the country; (ii) different classes of ratepayers.

Turning to a consideration of the extent of the burden of rates, it will be as well first to examine the often heard statement that "Rates are never a burden because the community obtains value in exchange for the payment."

It must be stated at once that wonderful value is obtained from the local expenditure of public monies, but it is not within the scope of this essay to detail the tremendous improvements in public life which have resulted. The question to be dealt with here is the burden on the ratepayer. It is perfectly true that rates are not "dead-weight" burden, as are, for example, payments in respect of past wars, and the gross burden is offset to a varying degree by the benefits which accrue to the respective citizens.

What has to be examined is the extent to which (*a*) the burden on individual or classes of ratepayers exceeds the benefits they derive; and (*b*) rates may become a burden on a whole community.

It has already been pointed out that rates are a regressive form of taxation and form a large item in the working-class budget. Again, rates are levied on persons whose total incomes are not sufficient to render them liable to income-tax; in 1930–31 there were 3.7 million individuals chargeable with income-tax, but 11.7 millions of rateable hereditaments. Inasmuch as the larger part of the rates raised by local authorities is spent on national or semi-national services, it can be seen that rating is a tax which affects the poor to an extent which no other tax does.

**The Depressed Areas**

The four main groups of services on which 80 per cent. of the rates are spent are: Education, Highways and Bridges, Public Health, and Public Assistance, and that portion of the community which is struggling to make ends meet may contend that their contribution towards any of these except Public Health is out of proportion to their means.

A vicious circle is set up in depressed industrial areas where the assessment level is low, rates approach 20s. in the £, the population gets out of work, more money is spent on Public Assistance, the rates further increase, more industries have to close down, and the circle commences again. There is a growing body of opinion at the present time that Public Assistance expenditure can no longer be regarded as a local charge and should be met on a national basis. From these considerations the conclusion must be drawn that rates reach the peak of their burden on the poorer people, and in depressed areas, and this at an inverse geometric ratio to income.

Arrears, excusals for poverty, and an increasing number of empty premises also add to the burden of rates. Rates, then, are a real burden to the working-class section of the community, and it is easy to imagine cases where the payment of rates is preventing families from obtaining the full amount of nourishment they need.

Leaving the consideration of individual ratepayers, it is seen that the total rates levied in the country approximate to £160,000,000 per annum, and this amount cannot be considered a heavy figure when all the amenities provided by its expenditure are remembered. The services rendered by local authorities are necessary to the welfare of every citizen, and it is striking to note that the Customs and Excise duties alone on spirits, beer, wine, tobacco, and entertainments (all luxuries) produce some £40,000,000 more than the total amount raised in rates. From the aggregate point of view, therefore, rates are not a burden at all, but represent a sound investment in community assets which are used for the good of all.

**Unremunerative Expenditure**

Rates may, however, become a serious burden on the smaller community, e.g. depressed towns, and this is one weakness of the existence of about 1,800 rating authorities instead of a smaller number. Again, while thinking of the separate rating areas, it is easy to imagine cases of unremunerative expenditure, and these cases would represent a burden on the community to the extent that such expenditure had been met out of the rates.

Unremunerative in this sense does not mean the narrow one of a scheme not paying for itself financially, but means dead-weight expenditure where neither financial nor other beneficial return is obtained. Such cases may include mistaken policy, abortive law suits, and municipal white elephants; but happily these are of rare occurrence, and in the main excellent value is obtained for local government expenditure.

Another case of burden on the whole of a community may be imagined, and that is if a local authority attempted to live above its income. By that is meant not that the authority would over-spend the amounts raised in rates, but that the rates levied may be excessive compared with the total incomes of the inhabitants. This raises the questions of taxable capacity and the criteria for determining that capacity.

In considering the extent of the burden of rates upon industry, it is thought that rates do not constitute the burden that is commonly claimed, especially when the peculiar advantages which local government gives to industry are remembered. The Local Government Act of 1929 removed a rating burden of some £25,000,000 per annum from industry and agriculture, but it must be remembered that the burden was simply transferred to the taxpayer, and to the extent that normal expansion in rates are not recouped from grants, to the private ratepayer.

**Effect on Industry**

The results of the Industrial Survey of Lancashire, conducted by the University of Manchester, show that the burden of rates, at all events on the selected industries in the survey, was quite small and consequently the relief afforded by derating was not material in reduction of cost of production. For example, local rates expressed as a percentage of the selling price of production in the selected firms for cotton spinning, cotton weaving, textile machinists, biscuits, preserves, flour, and automobiles ranged in 1927 between only .17 per cent. and 1.36 per cent., and in 1930 (after derating) between .02 and .93 per cent.

Many factors such as variation in output must be considered in connection with the above figures, but broadly it is claimed that industry is not over-burdened with rates, and industrial depression is due to far more serious factors than rate burden, which, after all, is a legitimate item in cost of production.

Shopkeepers have lately complained of the increases in assessment which follow improvements to their premises. Such increases are inevitable in accordance with the law of rating, but no doubt this may be considered a burden on their enterprise.

When comparing the rate burden in different towns reference is often made to the rate in the £ levied in each town to the detriment of the area in which the highest rate is levied. This is an utterly inadequate method of comparing rate burden owing to the difference in assessment levels (*cf.* industrial and residential areas), and to the variation in, for example, size of dwellings. A far more satisfactory measure is obtained by taking the rates levied per head of population, but to obtain reliable conclusions, all such factors must be taken into consideration.

**Valuation Uniformity**

Before leaving the question of extent of the rate burden some reference should be made to the incidence of rates due to the structure of local government. A county borough is autonomous and the inhabitants can feel that their rates are spent within their own town. Other rating authorities are subject to precepts from the County Council in respect of a very large portion of the rates they raise, and inhabitants can only feel that a portion of their rates are spent in the town, while a large share goes towards the general expenditure of the administrative county of which their area forms part.

If, for example, the level of valuation is not practically uniform throughout the county, the highly assessed areas suffer an unwarranted burden as compared with their lower assessed neighbours. It is, therefore, of the utmost importance to obtain uniform standards of

(*Continued on page* 304)

## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
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### HOLIDAY GUIDE

The 1934 issue of the Association's Holiday Guide does not go to press before the New Year, but members are requested to forward to headquarters as early as possible any new addresses of holiday accommodation which they recommend for inclusion in this Guide. Similarly, advice is sought of addresses which are considered no longer suitable for insertion.

# N.A.L.G.O. ACTIVITIES

### PROOF OF ASSOCIATION MEMBERSHIP

The many and varied activities of the Association are, quite rightly, intended to benefit those who are members of the parent Association. Each sectional activity, in its rules, has made this clear and has provisions for penalties, either by termination of membership, increased payments for management, or for some other penalty, on those who, being eligible for membership, quite unfairly endeavour to obtain the benefits of any activity without remaining in membership of the National Association. Applicants for participation in any of the "activities," including vouchers for the Thrift Section, are required to give evidence of membership of the parent Association. As the onus of proof lies with them, it will in future be required that all such applications should be accompanied by evidence that the applicant is up to date with his membership contributions to N.A.L.G.O. The best proof is the green membership card issued by the branches to those members (the great majority) who pay subscriptions by monthly instalments, or the white subscription receipt in the case of those who pay their subscriptions for the year in a lump sum. Careful observation of this requirement will obviate delay in dealing with communications and generally facilitate the work at Headquarters.

### WHITLEY COUNCILS

The memorandum issued to branches on "The Whitley Council System in the Local Government Service" has elicited so many requests for additional copies that it has now been printed. Any branch requiring copies for local circulation may obtain a supply on application to Headquarters. It is understood that, as a result of the address delivered to the South Wales and Monmouthshire District Committee by Mr. J. W. Wilkinson, the Chairman of the Service Conditions and Organisation Committee, the District Committee will now go forward preparing the ground for the establishment of a Provincial Whitley Council.

A report of the special meeting of the Metropolitan District Committee on the subject of Whitleyism, which was held on October 5 last, is given on page 305 of this issue. The resolutions there set out were passed practically unanimously in support of the principles of Whitleyism and dealing with the methods to be observed in seeking the application of those principles in the area.

Arrangements have been made for Mr. W. W. Armitage, Vice-Chairman of the National Executive Council and of the Service Conditions and Organisation Committee, to attend the December meeting of the Scottish District Committee to address the members on the subject of Whitleyism.

### HEADQUARTERS and BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

OCTOBER 9

*Circular No. 74/H.Y./1933.*

(*a*) Stating that supplies of *Help Yourself Annual* should be received within the course of the next few days.

(*b*) Enclosing receipt books, circulars and folio cards in connection with the scheme.

(*c*) Regarding disposal of annuals.

(*d*) Regarding qualifications for Christmas Box.

OCTOBER 25

*Circular No. 75/1933.*

To certain branch secretaries regarding Christmas hampers to beneficiaries of the Benevolent and Orphan Fund.

### IMPORTANT DATES

*October* 31.—Branches to remit all moneys due to the association to headquarters.

*October* 31.—Summary sheets to be forwarded to headquarters as soon as possible.

*October* 31.—District committees to furnish financial statements to headquarters.

*November* 1.—Branch annual meetings to be held during month.

*November* 30.—Last day for applying for admission to N.A.L.G.O. examinations in January, 1934.

### UNSATISFACTORY ADVERTISEMENT OF VACANCIES

A circular has been sent from Headquarters to the Branches dealing generally with this subject, and directing attention to several recent advertisements in which applicants were asked to "state salary required." The circular states: "This requirement is open to serious objection, both from the point of view of the local authorities and the officers. The omission to indicate the value of the post undoubtedly limits the number of applications from well qualified and experienced officers, thus restricting the choice of the local authority, and tends towards unfair competition between officers desirous of advancement who may be tempted to undertake the duties at a low salary in the hope of increased pay at a later date, a hope for which there may be little or no justification with the authority concerned."

Members are advised to endeavour to ascertain definitely what the commencing pay and prospects may be in such cases before sending in an application.

Members are further reminded that before making application for any appointment it might be well for them to make inquiries through Headquarters or the Divisional Secretary for the area, to ascertain whether conditions of employment under the local authority are satisfactory or not.

### COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: May, 36; June, 36; July, 38; August, 39; September, 41; October, 41. The percentage increases in each of the five groups on which the Index Figure is based are as follow:

| | AUG. | SEPT. | OCT. |
|---|---|---|---|
| Food | 19 | 22 | 23 |
| Rent | 56 | 56 | 56 |
| Clothing | 85 | 85 | 85 |
| Fuel and Light | 70 | 70 | 70 |
| Other Items | 75 | 75 | 75 |

### "HELP YOURSELF ANNUALS"

There has been a great demand for the 42,000 copies of this annual which the association is selling on behalf of the Benevolent and Orphan Fund this year. Many branches applied after the whole supply had been bespoken by other branches. Reports show that the annuals are selling unusually fast and members who desire to obtain copies and participate in the free distribution of 2,000 gifts, valued at £20,000, should apply to their branch secretaries as soon as possible. The price of the annual is 2s. 6d., and is good value for the money.

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**Local Government Service**

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*Telephone: Holborn 2288-2289.*

*Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.*

*Authoritative local news on matters having more than a purely local interest is welcomed.*

*Legal and other inquiries relating to Local Government will be answered promptly.*

*All communications should be addressed to* THE EDITOR.

# PUBLIC OPINION

THIS issue will reach the members on the eve of the municipal elections, and much will be said about local government between November 1 and 9. It does not necessarily follow that all we hear during these few days represents the true attitude of the speakers and writers towards the principles of public administration. Their appeals will be put over with the idea of influencing votes, and very often on such occasions candidates are tempted to say just what they think will please the largest number of electors.

* * *

**Winning Applause**

It is common knowledge that most candidates can secure a round of applause by promising to do all they can to reduce the rates. Whether such a reduction is wise; whether it is real economy; whether some one will suffer—does not quite enter into their calculations at this time of the year, and it would be like hoping for the millennium to expect each ratepayer, who is the consumer of local government, to have a sufficient grasp of the details of administration or its value to be able to judge the issue impartially before he gives his verdict.

* * *

**The Party Question**

Another complication is the political party question. This means that many candidates are supported because they hold views on matters which have no real bearing upon municipal administration. Some claim that this question is a handicap to good local government, others that it works well in the end. So long as the political parties do not try to force the officers into their own particular camps by inducements or threats, or into the camps of their opponents by unfair treatment, then local government will retain its present high standard of efficiency, and local government officers will continue to give their best services to each and every party as it assumes office. That is the only point with which we should be concerned. The pros and cons of party politics can be left to those who live on them.

* * *

**Value for Service**

The one great hope of all officers is that ratepayers will some day thoroughly understand what it is they get for their rates. Every man claims to know whether he is getting good value for the money he spends on tobacco and clothing, and that his wife knows whether she is getting full value at the butcher's and the grocer's, and we may assume that out of the weekly budget of every household the only items which are paid reluctantly concern the demands from the municipality. The bulk of the expenditure of the average household goes on purchasing articles which can be handled and tasted, and householders can see some return for their money; even commitments for insurance and rent are made after deciding how much one can afford and with some knowledge of the value to be received.

* * *

**The Rate Demand**

The payment of rates is different. The amount varies from year to year and the services received are of such a character that it is difficult to equate their value in pounds, shillings and pence. The bias, therefore, is against the payment of rates, and the opinions of ratepayers of the importance of the local government officers' work vary in the same ratio to that antipathy to the rate demand note.

* * *

**Defending Local Government**

We know that the solution to this problem is the dissemination of knowledge amongst the public, but this is a formidable task, and the attempts to make the ratepayer appreciate the value of local government are very often seriously handicapped by those influences which are always endeavouring to prejudice judgment by damning public administration, because it is based upon principles contrary to those of private enterprise. Unfortunately, the local government officer cannot enter the public arena to defend local government without being misunderstood, but as his prestige hangs upon public opinion someone must undertake that task. It is not even the duty of his organisation to advocate an extension of public administration, but it is reasonable, and the responsibility of N.A.L.G.O. to explain the community value of the work which is prescribed by authority. Those who object to that are admitting their nervousness that the field is not being left to misrepresentation.

* * *

**Officers' Obligations**

A local government officer can be excused for feeling hurt when he reads in the Press some vague and general attack upon his honour or when he hears loose remarks made in the 'bus or at the golf club that he is in a sheltered occupation and has an easy job. He is human and has his tender spots. His first reaction is to remember that he pays his subscription to N.A.L.G.O., and very often says to the Association: "What are you going to do about it?" To remove these perverted views is not the job of one man; every local government officer has got to pull his weight in the task. He must be scrupulously careful that his conduct does not give rise to criticism; he must take a pride and interest in his work; he must assess it on a higher value than work in other walks of life; he must look upon his work as being vocational and let it be known that it cannot be done properly without special application and training; he must resent—and indignantly resent—that superiority complex of the man who likes to call himself a "business man"; and, finally, he must place a high value upon his own qualifications and the local government service. In other words, each one must "keep his own end up."

* * *

**Branch Lectures**

Much can be done in other directions, and we commend to the branches the action of the Wolverhampton officials who are, this winter, giving a series of ten public lectures on local government. This series is in response to a general demand in Wolverhampton, stimulated by the Rotary Club and the local branch of N.A.L.G.O. The Town Clerk will, this month, speak on the constitution and functions of a County Borough Council; next month the Medical Officer of Health will take his side in the administrative machine, and he will be followed by the Director of Education in January. Lectures of this kind can be made instructive and entertaining if the right man says the right thing.

* * *

**Moulding Public Opinion**

It will take a long time to recast public opinion moulded in the days of *laissez faire* into that shape which will give full value to local public administration. It must be remembered that many of the notions which cause irritation are only the platitudinous ritual of those whose private interests are best served by prejudicing public opinion on local government, and, like the other germs of disease which local government has to combat, they will perish in the fresh air of impartial examination.

# MUNICIPAL NURSING SERVICE

## WHAT ARE THE PROSPECTS UNDER THE NEW RÉGIME?

By Mrs. M. M. Roberts, M.B.E., Matron of Walton Hospital, Liverpool.

THE Municipal Nursing Service, like so many other branches of Local Government, was profoundly affected by the passing of the Local Government Act, 1929. Under that Act, it will be recalled, Poor Law Hospitals, many of them splendidly equipped, were transferred from the management of Boards of Guardians to that of County and County Borough Councils. The latter authorities already controlled hospitals and sanatoria for the treatment of infectious and tubercular diseases, and the transfer of the Poor Law general hospitals placed the municipal service in an unrivalled position, from a nursing point of view.

### Growing Prestige

This increase in the prestige of the municipal service, coupled with the demand of the modern public for more and better hospital accommodation, offers very satisfactory prospects to girls contemplating a career as a nurse in a municipal training school.

The municipal or state hospitals may be classed in the following groups :—

(1) General hospitals, with complete training schools, and approved as such by the General Nursing Council of England and Wales.

(2) Smaller hospitals, affiliated to general hospitals for training purposes.

(3) Hospitals or infirmaries which do not train probationers.

(4) Infectious hospitals (special).

(5) Tuberculosis sanatoria (special).

(6) Children's hospitals (special).

The General Nursing Council certificate is within the reach of any young woman of good physique and of average intelligence and education, and may be obtained at all general municipal hospitals. The usual training period is for three years, but if she joins the staff of an affiliated hospital, four years.

Having obtained her general certificate, she may continue, if the hospital has a maternity division, until she obtains the certificate of the Central Midwives Board.

Many nurses are now extending their academic career by entering infectious, tuberculosis or children's hospitals, and thus qualifying themselves at an early age for higher positions in the service. On the other hand, should a nurse qualify at any of the special hospitals before taking her general training, the period of such training is reduced to two years.

The life of a municipal nurse is not difficult. She is not called upon to do work of a menial character. Her hours of duty do not usually exceed 56 hours per week, and her remuneration is reasonable.

### Service Conditions

The *Lancet* Commission on Nursing rendered great service to the profession as regards improving conditions of service in their report calling attention to the necessity for more enlightened treatment of nurses. Since then the National Executive Council of the National Association of Local Government Officers has made representations to the Associations of Local Authorities commenting on that report and suggesting other means of improving the municipal nursing service.

Meanwhile the average rates of pay throughout the country are as follows :—

| *Probationers* | *Staff Nurses* | *Sisters* |
|---|---|---|
| 1st year £30 | £60 to £75 | £80 to £100 |
| 2nd year £35 | | or more. |
| 3rd year £40 | | |

in each case with board residence and uniform. The sum of £10 per annum is usually paid to sanatoria nurses and to those in possession of additional certificates. Matrons' salaries rise to £300 or £400 per annum. Holidays are usually from three to four weeks per year, and the food and general amenities of life are good.

Another feature of the service is that in several hospitals male nurses are trained. They have to submit to a similar routine as the female nurses; their conditions of service are the same. They differ in as much as they are usually non-resident and are paid 50s. per week the first year; 55s. per week the second year; and 60s. per week the third year. There is not a great demand for male nurses at present, but the limited opportunities for training and lack of knowledge of their value may account for this.

The general atmosphere of the municipal nursing service is excellent. In most training schools the medical personnel is of a high standard, and in all cases is steadily improving, whilst the opportunities for nurses are enhanced by the general character and interest of the work.

Especial mention should be made of the interest taken by County Councils in the smaller hospitals and non-training schools of the country, and it is here where true nurse-like qualities are especially needed. In hospitals such as these there is none of the glamour of the busy training school, but there is a great opportunity to help many who, though old and suffering from so called "chronic" ailments, still need the care, attention and perhaps the affection of the trained nurse.

### In Country Districts

There is a great field of opportunity for persons proposing to take up the career of a nurse in country districts, where, it is pleasing to note, a steadily-increasing rate of pay is offered and a genuine interest is being taken in the social welfare of the service. Despite the fact that many of these county hospitals are in country districts, a nurse's life need not be lonely owing to the cheapness and general excellent facilities offered by modern transport. She has always the chance of making real and lasting friendships by taking an interest in the social life of the little community in which she finds herself.

Other features of the municipal service which stimulate the interest of the nurse are the development of out-patient departments, the admission of accident cases, and the introduction of private patient wards to the general hospital services. The result is that no department of nursing work is omitted from the training curriculum, and the trained nurse is fit to deal with any work which she may be called upon to perform in her subsequent career.

The majority of authorities have adopted the Local Government and other Officers' Superannuation Act of 1922. This is most important from the point of view of a nurse, and she will be well advised, when applying for appointments after training, to satisfy herself concerning the practice of the local authority to which she is making application.

### Excellent Prospects

Generally speaking, the prospects of state or municipal nursing are excellent. From what has been advanced, it will be seen that nothing is lacking to complete the cycle of a nurse's career, whilst there are openings abroad, particularly in the Colonies. The various service organisations for nurses are available to the women who may prefer a life of adventure abroad rather than the more prosaic hospital life which is offered by staying in England. The attitude of the local authorities towards nursing is one of sympathy and understanding. They demand that the atmosphere of hospitals shall be kindly and sympathetic, not only to the patients treated therein, but also to the nurses, both in their work and off-duty hours.

The position may be summarised by a quotation from a doctor writing on the subject of the nursing service in a large municipal hospital: "In a modern hospital the life is by no means arduous. The hours of duty are reasonable, the discipline is intelligible and not very irksome; from the beginning the probationer is engaged in actual nursing; the social life is pleasant; the food and quarters are good. Anyone prepared to enter with zest into the work and play of the hospital will find her training a very enjoyable period of her life."

Mrs. M. M. ROBERTS

## ARE RATES A BURDEN?

(*Continued from page* 301)

valuation throughout the county. Again, it is not unknown for highways to be built connecting the county boroughs in a county to their great advantage; while the burden of cost falls on the county districts.

In the involved structure and relationship of local authorities there is thus considerable scope for burdens to fall in particular directions; while local conditions such as residential character, industrial, holiday resorts, and scattered areas, bring their own varying burdens.

From the foregoing discussion of the extent to which rates are a burden, it emerges that the burden falls in the following ways :—

(1) On the private individual, by taking compulsorily a portion of his income. When value received approximates to the amount taken there is no burden except that due to wasteful expenditure, but in marginal cases the tax tends to encroach on a minimum standard of living.

(2) On business and industry, as an item in overheads or cost of production.

(3) On separate communities, due to special circumstances such as industrial depression, uneconomic policy, differential standards of valuation, and other local conditions.

(4) On all communities, a possibility of the future if urbanisation over-reaches itself. Again, it is always an effort to do things for our own good, and rates represent a compulsion to act in the interests of the community. To a large extent, by way of loan charges and capital expenditure, rates are paying for past or future benefits, and that will always seem a burden on the present.

Rates, in common with other forms of taxation, are a penalty of civilization. A personal opinion is that, as civilization progresses, rates and taxes must become progressively heavier, to provide the amenities required by an enlightened public opinion. What will be urgently required is constant research into and estimation of the burden of such taxation, in order that it may be graduated over the community in the most beneficial and scientific manner.

# MEETINGS OF DISTRICT COMMITTEES

## WHITLEY COUNCILS CAMPAIGN PROGRESSES: CO-OPERATION WITH LOCAL AUTHORITIES' ASSOCIATIONS SUGGESTED

### METROPOLITAN

A SPECIAL meeting of the Metropolitan District was held at the Westminster City Hall on October 5, to discuss the subject of Whitleyism.

The Chairman (Mr. F. R. Finch) extended to Mr. C. G. Brown, the President of the National Association, and to the thirteen non-London members of the National Executive Council a hearty welcome and expressed the District Committee's appreciation of their attendance.

Mr. L. Hill, the General Secretary, addressed the meeting on the "National Whitley Council and why it failed," enumerating the factors that led to the demise of the National Whitley Council and pointing out the good work it had achieved during the course of its short existence.

Mr. W. G. Auger, of St. Pancras (Past Chairman of the London District Provincial Whitley Council and present member of the Standing Conference of Joint Councils) addressed the meeting on "Existing Provincial Whitley Councils and what they have accomplished." He outlined the good work performed by the three existing Provincial Councils, and stressed the good effect their work had had on the Service as a whole.

Mr. A. A. Garrard, of East Ham (Vice-Chairman of the East Ham Local Joint Whitley Committee), addressed the meeting on "Local Joint Whitley Committees in the Metropolitan Area—their successes and failures."

Mr. D. McDougall, of West Ham, submitted the following motion:—

"That the Metropolitan District Committee are satisfied that 'Whitley' machinery is the most suitable medium for the settlement of matters relating to the Local Government Service."

The motion was seconded by Mr. Walpole, and, after considerable discussion, was carried almost unanimously. Mr. McDougall then moved a resolution to which certain amendments were moved and accepted by the proposer and seconder whereon the following was passed:—

"That the branches in the Metropolitan District be urged to approach their local councils with a view to ascertaining if the councils are in agreement with the principles of 'Whitleyism,' and whether they would be prepared to co-operate if the appropriate machinery were established, and that, in the event of a Branch indicating that they wish an approach to be made to their Council but do not consider it advisable to make such approach themselves, the National Executive Council shall, on request, make such approach."

### WEST MIDLAND

The West Midland District Committee met at the Town Hall, Leamington Spa, on September 30. The members were heartily welcomed to Leamington by Mr. S. Simmonds, Assistant Town Clerk, and President of the Central Warwickshire Branch.

The Executive Committee reported that as a result of an essay competition the Committee's Scholarship at the N.A.L.G.O. Summer School at University College, Oxford, was awarded to Mr. E. F. Offord, Medical Department, Salop County Council. The Committee congratulated Mr. Offord on his success, and thanked Mr. R. P. G. Williamson, Director of Education for Stoke-on-Trent, who kindly marked the essays received.

The Committee approved the allocation of five guineas each to five Voluntary Hospitals.

The Committee also endorsed the Executive Committee's opinion that the first essential step towards a complete system of Whitley Councils was for the National Executive Council to approach the Associations of Local Authorities.

Dr. A. Wotherspoon and Mr. G. A. Stone reported on the proceedings of the National Executive Council, and the Divisional Secretary on progress in the District.

The main item discussed was a report of the Executive Committee on the finances of the Association. It was emphasised that the object of the report was to increase interest in the Association, and to call attention to points which warranted special consideration.

Subject to certain alterations the report was endorsed, and it was decided to submit it to the National Executive Council for their observations, and to forward a copy to each District Committee.

The District B. and O. Shield was presented to the Malvern Branch whose Purse at the 1933 Conference averaged 18s. per head of membership. In making the presentation the Chairman referred to the splendid support which the Malvern Branch (who had previously been awarded the Shield) had consistently given to the Fund. He also pointed out that the Walsall Branch had contributed the largest Purse (£230), and warmly congratulated that Branch upon its achievement.

At the conclusion of the meeting the delegates were entertained to tea by the Central Warwickshire Branch, and they later inspected the Baths. Keen appreciation was expressed of the Branch's generous hospitality and of the excellent arrangements made by Mr. Simmonds and the Hon. Secretary (Mr. G. H. Hammond).

### EAST MIDLAND

The East Midland District Committee met at the Guildhall, Northampton, on September 23. Mr. A. B. Day presided.

It was mentioned that, in consequence of the carrying of the District Committee's motion at the Folkestone Conference, Mr. A. B. Day had been declared elected as a second representative of the district on the National Executive Council. The Committee extended their congratulations to Mr. Day.

Reports of the Emergency Committee and the Special Sub-Committee for Salaries and Whiteleyism were received and considered. A recommendation of the Emergency Committee as to alterations of the rules was not approved.

The Committee approved the following resolution with reference to Whitley Councils:—

"That the East Midland District Committee is in favour of the establishment of Whitley Councils, and that, in order to give effect to the decision of the 1933 Conference, considers that the first step should be for the N.E.C., without further delay, to communicate with the Associations of Local Authorities informing them of the majority in favour of the setting up of this machinery and ask for their support, particularly in view of the recommendations contained in the Ministry of Health's Circular No. 1311."

The Committee also approved a suggestion of the Regional B. and O. Committee that appeals to Branches and to individual members for increased support to the Benevolent and Orphan Fund should be issued, such appeals to be signed by the Chairman, Vice-Chairman and Hon. Secretary of the District Committee in addition to the Chairman and Hon. Secretary of the Regional B. and O. Committee.

It was reported that the Borough of Worksop had adopted the Local Government and Other Officers' Superannuation Act, 1922, and, that the Lindsey County Council had passed the necessary resolution under Section 2(a) of the Act to adopt the Act as from April 1, 1934.

Mr. J. Chaston reported on the proceedings of the National Executive Council. The Committee also received a report from the Delegates to the Annual Conference, and a report from the Divisional Secretary.

At the conclusion of the meeting the delegates were entertained to tea by the Northampton Town and County Branch, when Mr. W. R. Kew, Town Clerk of Northampton, who is President of the District Committee, extended a hearty welcome to the members.

(*Continued on page 308, col. 3*)


## TO JUNIOR ENTRANTS

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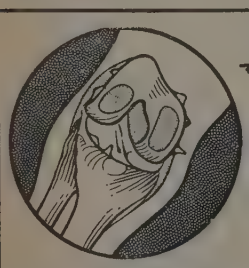

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# SPORTS ACTIVITIES

**North Western and North Wales District**

The annual sports meeting of the North Western and North Wales District was held at Wilpshire on September 16. Of the four semi-finalists in the Bowling Teams Competition—Bolton, Blackpool, Warrington and Burnley—Blackpool and Bolton were again the two teams to enter the final round. Bolton, however, proved victorious and secured the Challenge Cup presented by the North Western District. Each member of the winning team received a set of fish eaters and servers in case, and each member of the running-up team a set of small tea knives in a case, as a prize.

Mr. J. Spencer, of Bolton, was successful in the Individual Merit Bowling Competition and secured the Challenge Cup presented by the Manchester Branch of Nalgo, and also received a pewter tea set and tray as first prize. Mr. F. Turner, of Warrington, the runner-up, was presented with a leather week-end case.

Manchester and Liverpool were the finalists in the Tennis Teams Competition and Manchester secured the trophy presented by the Salford Branch of N.A.L.G.O. The members of the winning team received fruit sets, and the runners-up small tea knives in a case.

Mr. F. Howarth, of Manchester, won the challenge cup presented by the Burnley Branch for the Tennis Individual Merit Competition, and a pewter tea set and tray as first prize. Mr. H. Plinston, of Warrington, was the runner-up and secured second prize of a cut-glass flower vase.

The winner of the Ladies Tennis Individual Competition was Miss Harper, of Liverpool, securing the Johnson Cup and a pyrex dish as prize.

Mr. J. D. Griffiths, of Liverpool, was successful in the Golf Competition, securing the cup presented by the Accrington Branch, and prize of a pewter fruit stand. Mr. H. Platts, of Manchester, was the runner-up in this competition, receiving a leather week-end case as second prize.

In the Swimming Teams Competition, Manchester again carried off the Challenge Cup presented by the Lancashire County Branch, and the prizes were clocks. The Chester City team were second and received prizes of tea knives in a case.

**North Wales District Golf Tournament**

The North Wales District held their fifth annual golf tournament on Saturday, September 23, at Prestatyn. Four teams competed, viz., Llandudno, Colwyn Bay, Rhyl and Denbigh—Llandudno proving to be the winners with a score of 303. In the Individual Merit Competition 23 entries were received, the prizes going to two Llandudno players, Mr. R. J. Williams and Mr. H. Duxbury, with scores of 67 and 68 respectively. The trophy and prizes were presented to the winners by Mr. C. A. Ruscoe, Hon. Treasurer of the North Western District. The trophy has been won by the Llandudno Branch for five successive years.

**Kidderminster Football Club**

A N.A.L.G.O. football club has recently been formed at Kidderminster, and to judge by its form in its first two matches, it has already justified itself. In the first match, the club triumphed over Stone Reserves at Stone by 4—3, after having a clear three-goal lead at half-time. In the second match, they made their home debut when they beat Elmbridge to the tune of 7 goals to 2. The hon. secretary, Mr. S. D. Fletcher, would be pleased to hear from other branches in the same district with football teams.

**Barnes Tennis Cup**

The Mayor of Barnes (Alderman J. D. Firmston, J.P.), has presented to the Barnes Branch of the National Association of Local Government Officers a cup for tennis championship.

# SALARIES AND CONDITIONS OF SERVICE

## Notes by the Organising Secretary

**Salaries**

The Divisional Secretary met the Walsall Transport Committee on September 15, regarding their refusal to accept the recommendations of the Joint Advisory Committee, as to new scales of salaries for certain classes of female clerks. It is regretted that the Committee refused to alter their decision, which means that these clerks are to remain in an inferior status and under conditions which compare

DR. W. M. FRAZER,
Medical Officer of Health of Liverpool, who will broadcast a talk, "A Medical Officer Explains," on November 15
(See page 298)

most unfavourably with their compeers under neighbouring County Boroughs. It is proposed again to raise the matter at a future date.

As a result of an interview which the Divisional Secretary had some time ago with the Finance Committee of the Newburn U.D.C on the question of Grading, the Finance Committee has recommended the Council to adopt the principle, and requested the Association to submit an appropriate scheme.

**Salary Deductions**

Supplementing the information given in the July, 1932, and subsequent issues of LOCAL GOVERNMENT SERVICE, the following information in regard to salary deductions has been received :—

*Deductions Modified.*—Roxburghshire.

*Deductions Terminated.*—Devonshire C.C., Norfolk C.C., Isle of Wight C.C., Exeter C.B., Preston C.B., Boroughs of Bedford, Cambridge, Gravesend, Nuneaton, Neath, Newark, Ryde, Twickenham, Winchester, Burgh of Kelso, U.D.C's of Clacton, Merton and Morden, Minehead, Tottenham, Uxbridge.

The present position, so far indicated by information received at Headquarters, is as follows :—

| | *Deductions made by Local Authorities following Cir. 1222* | *Deductions Terminated* | *Modified in favour of Staffs* |
|---|---|---|---|
| England and Wales | 664 | 196 | 123 |
| Scotland | 63 | 5 | 1 |
| Totals .. | 727 | *201 | *124 |

*If the recommendation of the Lancashire and Cheshire Whitley Council that salary deductions should now terminate in the area is adopted the effect will be to increase by 80 the figure in the second column, and to reduce correspondingly the figure in the third column.

The following is taken from a Press report of the meeting of the Norfolk County Council at which the "cuts" were restored :—

"Mr. Cozens-Hardy said that, by agreement, with the staff, the cut was first applied from January, 1932, for fifteen months, and that at the end of that time the staff voluntarily agreed to a further extension for six months on the understanding that the Council would review the position at the October meeting. The committee now recommended that the salaries should be restored. Upwards of 170 local authorities, including 14 County Councils, had already removed the cut.

"Perhaps the best reason the Committee have," added Mr. Cozens-Hardy, "is because the staff deserve it. (Hear, hear.) They had one and all co-operated with the committees of the Council in reducing expenditure to a reasonable level during the period of the crisis. He was sure the Council would endorse the appreciation expressed in the report of the co-operation and loyalty of the staff." (Applause.)

**Superannuation**

The Caerphilly U.D.C. has adopted the Local Government and Other Officers' Superannuation Act, 1922, as from October 1, 1933. The Ministry of Health have approved the Scheme, which applies to Officers and Servants.

The Kingsbridge R.D.C. has adopted the Act under the Devon County Scheme with effect from October 1, 1933.

As a result of the Conference of Local Authorities held in Manchester in January, 1933, and addressed by the Immediate Past President (Mr. S. Lord) the new Lancashire (Local Authorities) Superannuation Scheme has come into being and will operate from November 1 next. The first constituent authorities will be the Audenshaw and Orrell District Councils and the Chorley Rural District Council. These three authorities have adopted the necessary resolutions at a statutory meeting and have approved of the Joint Scheme.

An arbitration on the question as to whether the net remuneration received by an officer for preparing the Jurors' Book and Register of Electors ought to be taken into account as part of the salary of the officer concerned within the meaning of the Local Government and Other Officers' Superannuation Act, 1922, has resulted in an award being made in favour of the officer Mr. D. A. Clark (Bolton and District Branch) against the Horwich Urban District Council.

The County Boroughs of Barnsley, Doncaster and York, and the Borough of Morley have decided to obtain Actuarial Reports in respect of the Local Government and Others Officers' Superannuation Act, 1922.

A Writ was issued by the Association against the Corporation of South Shields who refused to pay an appropriate superannuation allowance to an officer on retirement, despite the fact that the Ministry of Health had directed them so to do. On receipt of the Writ the Corporation decided to pay. This is the second Writ which the Association has been compelled to issue against this Local Authority during the last three years.

**Compensation**

The South Shields Public Assistance Committee refused to acknowledge a claim for compensation in respect of abolition of office which had been lodged by the officer concerned, on the ground that the service was contractual and not that of employer and employee.

The Association took the case on appeal to the Ministry of Health, with the result that the officer was awarded the full compensation allowance claimed.

# AT RANDOM

By HYPERION

**Americana**

I WONDER if many readers of "L.G.S." know Mr. H. L. Mencken's "Americana." It is a collection of extracts from local American papers and contains some priceless gems. It is really a forerunner of the "This England" column in the "Week-end Review," and of the similar series of fatuous extracts from our daily papers at the end of "A London Diary" in the "New Statesman and Nation."

Here are a few typical extracts from "Americana, 1926."

Contribution to political science from the learned editorial writer of the *St. Louis Censor:*

"Another and quite as serious an objection to Mr. Igoe (candidate for mayor) is that he has never taken enough interest in his country's welfare to get married. He is a bachelor . . . and as such has small claim on the mayor's office. . . . No bachelor can be a good mayor."

Intellectual recreations of the reverend clergy along Albermarle Sound, as reported by the *Charlotte Observer:*

"The Rev. Mr. Taylor and the Rev. Mr. Dick conducted a public debate at Edenton on the question: 'Will the Negro retain his present colour in Heaven?' Mr. Taylor contended the Negro's colour will change."

Scientific want "ad." in the *Daily Graphic*, a leading intellectual print:

"Want a Waterman's fountain pen in exchange for a wonderful complete constipation cure, or will sell same for $2. Samuel Hattel, 193 Orchard Street, City."

* * *

**An Original Play**

One of the most interesting and original plays which has been seen in the West End for a considerable time is "A Sleeping Clergyman," by James Bridie, a pseudonym which, I understand, hides the name of a well-known doctor.

Do not be put off by the inappropriate title. The play has nothing to do with a clergyman, whose only part in the performance is to appear in choruses to Acts 1 and 2, and to snore! Not only is it a first-rate play, but it is admirably acted. Ernest Thesiger, Robert Donat and Dorice Fordred have the principal parts. I am not going to be so foolish as to try to summarise the plot, but here is a sample *obiter dictum:*

". . . We get our passions before we get sense, and by the time we get sense they've left us. And if we do our work we lose all the fun. And if we don't do our work we can neither appreciate the fun nor pay for it. That's the way of it, Johnny, isn't it?"

* * *

**Public School Fetish**

The public school fetish dies hard. I heard recently of a young man, who had excellent qualifications, applying for a position on the staff of the B.B.C. At the oral interview inquiries were made as to his golf handicap, and then as to where he had been at school. "—— Grammar School," he replied, naming a well-known day school. "Good God!" said the B.B.C. official, "what did you want to go to a place like that for?" The young applicant, who had been rather fond of his school, grew a little heated after this—and he was *not* selected for the appointment.

At a recent meeting of the Institute of Public Administration, Professor Laski gave analogous instances of oral interviews of would-be entrants into the Civil Service.

And yet, if one reads the advertisement columns of the Daily Press, one sees numerous cases of men whose only qualifications for employment seem to be:

(*a*) they have been to a public school;
(*b*) they can drive a car;
(*c*) (sometimes) they are willing to go anywhere.

So that a public school education isn't everything, after all!

Caption from the "trailer" to Cecil B. de Mille's "masterpiece" *Sign of the Cross:*

"Thousands of Christians massacred in novel and exciting ways."

* * *

**Town Planning Note**

"Unspoilt hilltop; suitable for bungalow."
Estate agent's advertisement in *The Times.*

* * *

**Competition**

The response to last month's competition was not inspiring. No one gave correct answers as to the authorship of the three quotations. The correct answers were:

(1) Shakespeare. ("As You Like It.")
(2) Francis Thompson.
(3) "Saki" (H. H. Munro).

Nothing daunted, I am offering a prize of five shillings this month for the best answer, written on a postcard and sent to the editor of the "L.G.S." not later than November 11th next, to the following problem:

A penniless tramp picks up a dollar in the United States. (The value of a U.S. dollar in the U.S. for the purposes of this problem, is 5/-). He decides to have a drink, which costs him 2d. He puts down his dollar and gets in return a Mexican dollar. (The value of a Mexican dollar in the U.S. is 4/10.) He then crosses the border into Mexico and decides to have a drink, which costs him 2d. He puts down his Mexican dollar of which the value in Mexico is 5/- and gets in return an American dollar. (The value of an American dollar in Mexico is 4/10.) He then crosses the border into America and decides to have a drink, which costs him 2d. He puts down. . . . And so on *ad infinitum.* Who pays for his drinks?

---

"Standard English," by Edward H. Grout, and published by Sir Isaac Pitman & Sons, Ltd. is being published in about ten weekly parts. Part one, issued at price 6d. net, commences with a general survey including a novel diagram showing the mutual relations of the sentence elements. Noun and adjective functions are described in great detail in this part.

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# DISTRICT COMMITTEES

(*Continued from page* 305)

## SOUTH WESTERN

The quarterly meeting of the South Western District Committee was held at Trowbridge, Wiltshire, on September 30. Mr. C. J. Newman, Town Clerk of Exeter, presided, and there were 40 delegates present, representing some 17 branches.

Sympathetic reference was made to the death of Mrs. Hill, wife of the General Secretary.

Col. E. J. Stead was congratulated on his election as the additional member for the District on the N.E.C. Interesting discussions took place in regard to the revised draft scale of salaries and conditions of service for institutional staffs and also as to the formation of Whitley Councils.

It was reported that salary cuts were to be restored by the Devon C.C. as from October 1, and several other Branches reported that the question was receiving the favourable consideration of various local authorities in the area.

The new Branch in South West Gloucestershire reported good progress. The membership is now 50.

It was decided to urge branches to do all in their power to persuade all their members to pay, at least, the minimum subscription to the B. and O. Fund.

The delegates were kindly entertained to luncheon by the members of the Wilts County Branch. The President of the Branch, Mr A. L. Hardy, presided, and welcomed the delegates to Trowbridge.

The Officers of the Wilts County Branch are to be congratulated upon the efficient manner in which the arrangements for the meeting, etc., were carried out.

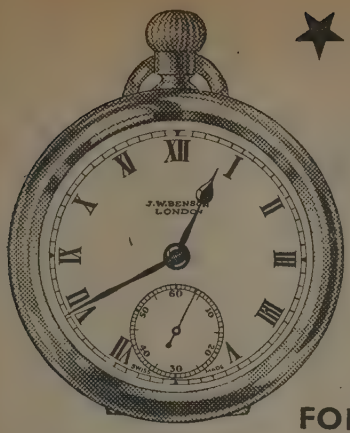
## YORKSHIRE

At the last meeting of the Yorkshire District Committee, the Settle Branch was presented by Mr. H. S. Newton with the B. and O. Challenge Shield. The Shield is awarded to the Branch contributing the highest aggregate amount per head of membership, and the Shield was won by the Settle Branch with a contribution of £1 14s. 6d. per head. Stanley came second with £1 0s. 7d. and Bridlington third with 15s. 9d.

---

## APPEAL TO THE "NONS"

The editorial in the October issue of *Wodenalgo*, the excellent monthly journal of the Wednesbury Branch of the Association, is largely devoted to a well-reasoned appeal to "those few members of the staff who are not members of N.A.L.G.O." The writer goes on to say: "There is not one whom we would not welcome, for each is an enthusiastic worker in any cause worthy of his support. Yet they withhold their support from our organisation . . . we, who know the value of team work, will make our supreme attempt under the banner of co-operation, and even if we fail we shall surely enjoy greater peace of mind than they who struggle ingloriously through with apprehension in their hearts and a shameful, unchristian scream of 'Every man for himself' on their lips. The world has little use for the man whose sole concern, to the obliteration of all else, is personal aggrandisement. Even Caesar was held to be treasuring too highly personal ambition. . . . There can be no liberty, no freedom without absolute unwavering co-operation. And co-operation demands the subordination of personal grievance and petty prejudice. Not 'What am I making out of it?' but 'What progress are we making?' must be the cry. The N.A.L.G.O. year commences in November. If it is to be a year of splendid liberty and freedom, children of the pull-together spirit, your co-operation will be needed. We are looking to you for loyalty. Shall it be said that we asked too much?"



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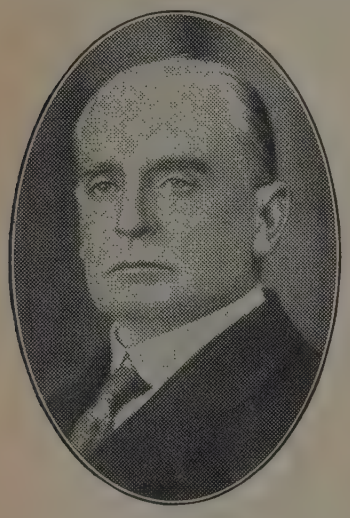
# LIFE ASSURANCE

## FOR HOW MUCH SHOULD YOU INSURE?

By DR. F. E. SCRASE

I AM frequently asked to consider the papers relating to Life Assurance proposals and to advise thereon as to acceptance, rejection, or "loading." Although life assurance proposals may be deemed by most people to be prosaic documents, I am often struck by the human traits which such documents reveal.

The value of life assurance has now been so stressed and is so well-known that any comment on its advisability seems unnecessary, but



DR. F. E. SCRASE

I have been impressed when considering the proposals of local government officers through L.O.G.O.M I.A. by the fact that, though many Officers have wisely concluded that it is the right thing to insure their lives and have gone to very considerable trouble to fill up a long, exacting category of answers to questions, they indicate their wish to assure for a singularly small amount. A proposer supplies on the proposal form information relating to himself, his medical history, and his family record, proving that he is assured of the advisability of insuring his life, but the amount he wishes to assure for is as small as £50, at a cost of approximately 6d. a week in the early years of life.

I have been interested to discover by what trend of thought a proposer arrives at such a decision; and it is solely with the idea of obtaining such information or of helping others to decide upon an adequate amount for which to insure their lives that I am writing these notes.

### One-sixth of Income

I think it would be quite accurate to describe life assurance as corporation finance applied to human life values; it is a bond, payment of which is a certainty, and it is every man's duty to reduce to the minimum the risk to his dependants of loss of income through any unforseen contingency. Nothing is more certain than the fact that every man will, sooner or later, join the "great majority." Naturally, no one should be expected to pay for life assurance more than he can afford, and there is no hard and fast rule governing such cases, because it is obvious that every case must depend upon the circumstances attendant upon it; but the effective standard of efficiency should always be maintained.

Now, what is the amount of life assurance that a person should carry so that some adequate amount is provided for his dependants in the event of his death? I think it may be fairly assumed that a person who devotes as much as one-sixth of his income to life assurance is taking a not inadequate view. I think it can be safely argued that this is the view of the Legislature, since every tax-payer is relieved for insurance to the extent of one-sixth of his total income. If the Legislature is right, then this standard is a reasonable one and should be the measure of a man's life for the purpose of assurance. There are other Acts, such as the Workmen's Compensation Act, which also give some indication. Under that Act the widow and children of a man whose earnings were £4 per week may be entitled to as much as £600—practically three years' earnings.

### Minimum of Two Years' Salary

As I have stated, every case must depend upon the circumstances, and I take into consideration the fact that the majority of local government officers have to pay in a certain amount for superannuation, and that it may be difficult to maintain such a standard as I have indicated. But to me it would appear that it would not be a bad rule for every local government officer to adopt that upon his death his dependants, particularly if he has a wife and children, should receive a minimum of two years' salary. This would be considered low by some life assurance authorities, but I am taking into consideration the general circumstances attendant upon the lives of local government officers. Such an insurance would be of real material help to a wife and family in such a contingency as that of the death of the bread-winner.

But the proposals for assurance in a number of cases are for £50 only and this sum seems to me to be totally inadequate, and not a life assurance likely to be of much benefit to the man's dependants. Of course, I may be wrong; but I am open to conviction; and if these remarks will aid any of my local government colleagues to form a just appreciation of the necessity for adequate life assurance then my object will be attained.

## CONSTITUTIONAL LAW

THE LAW AND THE CONSTITUTION. By W. Ivor Jennings, M.A., Ll.D., Barrister-at-law. (University of London Press, Ltd.) 6s. 6d.

Dr. Jennings' book is of extreme importance to all students of Constitutional Law and to all those who wish to keep in touch with modern knowledge on this subject. Professor Dicey's classic "Introduction to the Study of the Law of the Constitution," published last century, is still a recognised text book even though Dicey himself has since altered many of his ideas. Dr. Jennings shows that many more should be reviewed and adapted to modern science and it is not too much to say that whenever Dicey's book is read this should be followed by a careful study of Jennings.

> "The emphasis in the British Constitution has shifted considerably during the past fifty years. This book discusses the fundamental principles underlying the Constitution at the present time. It therefore examines the meaning and consequences of Parliamentary supremacy, especially through the working of the Party system, and the possibility of partisan interference with fundamental liberties. The importance of the administrative authorities, the nature of administrative law, and the so-called 'Rule of Law' are also examined."

We all owe a debt of gratitude to Jennings for dressing up his academic argument in such readable language and developing it in simple, progressive steps.—T. H.

# WHAT READERS SAY

## THE SUPERANNUABLE

*To the Editor,*
LOCAL GOVERNMENT SERVICE.

SIR,—It must surely be incontrovertible that a further diminution of unemployment would be achieved if all salaried persons who are entitled to retire on pensions could be induced to do so. Bishops, deans, judges, stipendiary magistrates, and many local government officers furnish examples of this type of limpet.

Why does any man of 60 who has worked in the same occupation for 40 years, or any man of 65, elect to remain in harness when entitled to enjoy adequately pensioned leisure? The answer probably is that he thinks that he is indispensable to his office and that his daily round of work is indispensable to his own health. Such a man has probably made the grave mistake of allowing his work to obsess him and to absorb far too much of his interest. If every man approaching the age of superannuation would provide himself with outside interests, we should hear less of special extensions in the local government service, which retard promotion and create unemployment.

Why do heads of departments recommend such extensions? Do they not realise that such a recommendation is a reflection on their administration of their departments, and that in a well-organised department no one should be regarded as in the least degree indispensable? I ask N.A.L.G.O. members to try to create a healthier and public-spirited lust for pensioned ease among senescent officers. If it is found that my sentiments accord with N.A.L.G.O. opinion, perhaps the Executive Council might find a way of giving expression to a recommendation which might attract the attention of the general public or at least of the aldermen and councillors who have to pronounce on the indispensableness of superannuable individuals.

Yours, etc.,
"SLIGHTLY SENESCENT."

* * * *

## WHITLEYISM

*To the Editor,*
LOCAL GOVERNMENT SERVICE,

SIR,—The Metropolitan District Committee, after hearing addresses from Mr. L. Hill, Mr. W. G. Auger, and Mr. A. A. Garrard, have passed a resolution which declares that the Committee "are satisfied that 'Whitley' machinery is the most suitable medium for the settlement of matters relating to the Local Government Service."

It was very difficult for at least one person present to see any grounds for this satisfaction in the three preliminary speeches. In fact, I think opponents of the resolution would have found in them ample arguments to the contrary. Nor was there any indication that the opinions of the rank and file had been obtained before votes were given on such an important issue.

In my opinion, so far from Whitleyism being the "best medium"—as far as the service as a whole is concerned—in the nature of things it never can be a medium at all. I would suggest that any such medium should have two essential characteristics, namely, it must be universal in its operation and be compulsory.

Would it not be far better for N.A.L.G.O., with its large membership, its splendid organisation, and the help it is able to command by reason thereof from Members of Parliament, to fight for recognition of the Service as a National Service on lines similar to the Civil Service, and with a national scale of salaries and conditions of service at least comparable with, if not better than, those of that Service? Such a programme, I feel sure, would meet with a great response throughout the country. I am unable to foresee any universal response to a call for "Whitleyism."

Yours, etc.,
SUBURB.

*(Continued on page 314, col. 3).*

# BRIDGE FORUM

By NEVILLE HOBSON.

**Competition**

THE following is a short test for both auction and contract players, embodying six questions on the play of the hand.

The problems are fairly straightforward and involve nothing of an intricate nature. This makes it desirable that competitors should forward their answers by the first available post, as—in case of equality—those received first will take precedence. The competition is confined to six questions, so as to call for no appreciable expenditure of time.

The nomenclature of South, West, North, and East is adopted, and it will be assumed that South is sitting at the nearest point of the table, with North as his partner.

Suits are shown in the sequence (1) Spades, (2) Hearts, (3) Diamonds, (4) Clubs, following the order of their trick values.

## QUESTIONS

**Play of the Hand**

1–3. South, the dealer, bids "one no trump" in each of the following cases; the other players pass each time.

State the correct lead of West in the case of the following respective hands:

(1) *S.* A, K, x, x, x.
*H.* J, 10, x, x.
*D.* x, x.
*C.* x, x.

(2) *S.* A, J, 10, x, x.
*H.* J, 10, x, x.
*D.* x, x.
*C.* x, x.

(3) *S.* K, Q, 10, 9.
*H.* x, x.
*D.* x, x, x.
*C.* K, Q, 10, 9.

(4) South is playing "one no trump," the other players having passed. West's opening lead is a small Diamond.

What card should South play from North, in the case of the following holdings in Diamonds?
North (dummy) K, J.
South (declarer) x, x, x.

(5) South is playing "no trumps." West's opening lead is six of Hearts (his partner having passed).

What should South play from North's hand with the following holdings in Hearts?
North (dummy) K, 5.
South (declarer) J, 9, 8.

(6) South is playing a bid of "one Spade." He has cleared the opponents of their trumps and must make the most of the following distribution in Hearts:
North (dummy) A, 6, 5.
South (declarer) Q, 9, 8.
It is South to play. What should he lead from his own hand and, generally, how should he play the combined Hearts to the best advantage?

**Conditions**

(1) Entries should be addressed: The Editor, LOCAL GOVERNMENT SERVICE, 3 and 4 Clements Inn, London, W.C.2.

(2) Envelopes should be marked "Bridge" on the top left-hand corner, and must reach the Editor not later than 12 noon on November 14.

(3) Signatures and addresses should be in block letters.

(4) Answers should be brief and concise. Detailed reasons are not necessary.

(5) Four small prizes will be awarded, entries received first taking priority, in case of equality of correct solutions.

(6) Entries are accepted on the understanding that the decision of Mr. Neville Hobson, or any other judge appointed by the Editor, shall be regarded as absolutely final on all matters.

(7) The answers and awards will be announced in the December issue.

# THE "B. & O. BEANO"

## SCARBOROUGH BRANCH'S BIG CONFERENCE EFFORT

WHAT is the "B. & O. Beano?" The "B. & O. Beano" will be the brightest, wittiest, and the most sparkling effort ever made on behalf of N.A.L.G.O's best-known activity—the B. & O. Fund—and *you* are going to be in it. The "B. & O. Beano" in short, will be a real magazine, with contributions from all the first-class brains in the Local Government Service.

Our Town Hall Jonah shook his head when the idea was first suggested. "How are you going to fill nearly forty pages of wit, humour and story?" Well, if we can't, 70,000 Nalgoites shall know the reason why! We are going to confound the Jonahs with the talent lying hidden in the ranks of the body with the mystic combination NALGO. We shall provide the opportunity and we look to you to take it and make our experiment a success.

Send us contributions. We shall give them careful consideration and pay handsomely—to the B. & O. Fund—if you send us the right stuff. But we said *you* are going to be in it, and you shall. All contributions will be eligible for prizes, and the awards set out underneath will be made to the winning entries.

There are plenty of things for you to be funny about. It is for you to see the funny side. Write it up, draw it, or spill it in a limerick, and send it on to us. Think of the honour and glory you bring to yourself and your Branch if your contribution is a winner!

You may not, however, be a Wodehouse, so special prizes are being offered for any contribution that is in lighter vein without being aggressively humorous.

Even if you are not an author, artist, or a connoisseur of wit you can still have a share in the "Beano." We are going to present masses of gifts which will be distributed by the organisers of "Beano." The recipients will be the most envied people in the office. Other cunning schemes are being hatched daily on behalf of the cause.

We shall be reminding you again of the "Beano," and look to you to help us—and the Fund—by ordering your copies in advance. Your friends will enjoy it. Buy copies for them. It will be sold at a shilling. You give the shilling and help the Fund; we acknowledge it with a "Beano."

GIVE THE "B. & O. BEANO" A DAZZLING SEND-OFF BY FORWARDING YOUR CONTRIBUTION BY DECEMBER 16, 1933. THERE ARE NO ENTRANCE FEES.

### WHAT YOU HAVE TO DO

A. *If you can draw:*
For the best humorous drawing (black and white, or wash):
First prize .. .. .. 5 guineas
Second prize .. .. .. 2 guineas
Ten consolation prizes each .. ½ guinea

B. *If you can write a funny yarn:*
For the best humorous article (not exceeding 1,000 words):
First prize .. .. .. 5 guineas
Second prize .. .. .. 2 guineas
Ten consolation prizes each .. ½ guinea

C. *If you CAN'T write a funny yarn:*
For the best article of any sort providing it is in a light vein (not exceeding 1,000 words):
First prize .. .. .. 5 guineas
Second prize .. .. .. 2 guineas
Ten consolation prizes each .. ½ guinea

D. *If you are bright at limericks:*
For each limerick published by us an award of half a crown will be made. Those with a Local Government twist will be most acceptable.

E. *If you are intelligent at Literary Competitions:*
A single prize of half a guinea is offered for the best entry under each of the following headings:
1. For the most ingenious limerick to the rhyme "Beano." (Other rhyme to taste.)
2. For the most ingenious acrostic on the word "Beano."
3. For the most ingenious word-square on the word "Beano."
4. For the most intelligible poem (not more than 14 lines) incorporating the word or sound "Beano" the greatest number of times.
5. For the best poem (not more than 14 lines) in any style on any subject.

### CONDITIONS OF ENTRY

The Editor's decision is final, and all rights of publication of any entry are reserved.

There are no entrance fees.

Each competitor must be a member of NALGO. Winning entries will be published anonymously or under a pseudonym if requested, but the entrant's Department and Branch must be stated with each entry. Unpublished entries will be returned to any entrant who encloses a stamped addressed envelope for the purpose.

Any number of entries may be made by one person in any or all competitions. Entries for each section A to E must be sent in a separate envelope.

All entries must be clearly marked "BEANO COMPETITIONS" on the envelope, together with the Class Letter of the competition, and addressed to:

The Hon. Editor,
"B. & O. Beano,"
The Town Hall,
Scarborough.

All drawings must bear the competitor's name and address on the reverse side.

No entries received later than December 16 next can be accepted.

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# OFFICIAL AND PERSONAL

## AN ARCHITECT OF MODERN SCARBOROUGH RETIRES: THE NEW TOWN CLERK OF GILLINGHAM: INTERESTING ELECTION CONTEST AT LIVERPOOL

As one closely associated with the growth and municipal development of Scarborough during his forty years of service as Borough Engineer, Mr. H. W. Smith retires from the service with the cordial good wishes of all those associated with him in his work, whether they be members of the Corporation, members of the staff, or of the general public in Scarborough or elsewhere. Tangible expression of this goodwill has been made to Mr. Smith in the form of a presentation—a set of six Chippendale chairs and a cheque. Scarborough to-day is a memorial to the work of Mr. Smith, aided, as he himself would be the first to acknowledge, by a loyal and energetic staff. Several speakers, at a pleasing ceremony at which the gifts were handed to Mr. Smith, regarded one or other features as his greatest achievement; the open-air bathing pool, the open-air theatre, and the Peasholme Park, but all were unanimous in the view that in the creation of the Italian, Rose, and Holbeck Gardens, Mr. Smith had displayed genius and foresight. Members of N.A.L.G.O. will remember Mr. Smith for his valuable work as honorary architect of their new camp at Cayton Bay. That in the midst of his multifarious duties as Borough Engineer of so important a coast town he found time to render his fellow officers this signal service speaks well for the regard in which he held the organisation.

* * *

**Mr. Robert Booth**

A past president of the Burnley Branch of the Association, Mr. Robert Booth, Deputy Town Clerk of Burnley, has been appointed Town Clerk of Gillingham in succession to Mr. Francis J. R. Mountain, the new Town Clerk of Bermondsey. Mr. Booth served his articles with Mr. P. T. Grove, Ll.B., the then Town Clerk of Brighouse and now Town Clerk of Margate, and was admitted a solicitor in June, 1923. He was appointed Assistant Solictor at Oldham in January, 1924, and a year later he became Assistant and Prosecuting Solicitor at Cardiff, going to Burnley in 1927.

* * *

Mr. R. Hughes, Chief Clerk in the department of the Clerk of the Middlesex County Council, retired on October 2, having completed nearly forty-four years in the service of the County Council. Mr. Hughes first acted as Committee Clerk to the Joint Committee of Middlesex and Surrey for the rebuilding of Kew Bridge. One of his greatest achievements was the organisation and administration during the War of the Middlesex Appeal Tribunal under the Military Service Acts. He was a member of the Middlesex County Officers' Association.

**Mr. ROBERT BOOTH,**
**New Town Clerk of Gillingham.**

* * *

**The late Mr. H. A. Millington**

We much regret the sudden death, on October 10, of Mr. Herbert Ashlin Millington, Clerk of the Peace and of the County Council of Northamptonshire. Mr. Millington, who was a past President of the Northampton Branch, had always shown a keen interest in the Association's work and his support was much valued.

* * *

Mr. Thomas C. McArthur, Town Chamberlain of Paisley, died on September 28 in a nursing home. He had been ill only a few days. Mr. McArthur was a member of the Paisley and District Branch since its inception in 1914, and a more efficient, hard-working and courteous official it would be difficult to find. He was one of those men on whom it was a pleasure to call, for he was both genial and helpful, and the advice he gave was generally sound. The large attendance at his funeral was evidence of the great respect in which he was held, both by his Council and by his colleagues in the Service.

* * *

The retirement of Mr. A. J. Blythe, head master and superintendent of Styal Cottage Homes, took effect under the age limit of the Manchester Education Committee on September 7. Mr. Blythe's career commenced in 1891 at the South Metropolitan Schools, Sutton, Surrey. In 1904 he became head master and superintendent of St. Mary, Islington, Guardians Schools. From 1910 he served under the Manchester Board of Guardians as headmaster and superintendent of the Swinton Schools, and later of Styal Homes. Mr. Blythe was a pioneer of Poor Law children's camps, having organised a camp for a number of boys at Canvey Island in 1906.

A pleasing ceremony took place at the Senior School on Wednesday, September 6, when Mr. Blythe was presented with an electric lamp from the scholars as a token of their esteem and affection. Tribute was paid to his valuable work among the children by Mr. F. V. Smith and Mrs. Fraser.

Later in the day, at a social gathering, Mr. Blythe was presented with a gentleman's fitted wardrobe by Mr. W. H. Walker, on behalf of his colleagues.

* * *

**Mr. J. Butterfield Retires**

The Liverpool Branch announces the retirement from the Local Government Service of Mr. J. Butterfield on September 30. This necessitates the withdrawal of Mr. Butterfield from the many Nalgo activities in which he had interested himself. Mr. Butterfield was a member of the General Purposes Committee of the North Western District, a member of the Staffs' Side of the Lancashire and Cheshire Provincial Whitley Council for Official Staffs, Chairman of the Sports Sub-Committee of the N.W. District Committee, and Chairman of the Liverpool Branch. Besides his Nalgo activities, he is also vice-president of the Liverpool Football Association and president of the Referees' Society. During the War he served in the 1st Liverpool Pals Battalion and rose to the rank of Captain. He is now a candidate for municipal honours, the Much Woolton Ward Conservatives having adopted him to contest the forthcoming election.

**Mr. H. W. SMITH,**
**Borough Engineer of Scarborough and hon. architect of the Cayton Bay Camp, who has retired**

Heywood and District Branch have lost a good officer and friend by the sudden death of Mr. John Kershaw. Mr. Kershaw has been connected with the Heywood Corporation for a period of thirty-eight years, and had risen to the position of Chief Clerk of the Gas Undertaking.

* * *

**Authority on Border History**

The Scottish Border Counties Branch has suffered a severe loss by the sudden death of Mr. William Fowler, Public Assistance Officer and Registrar of Selkirk. Mr. Fowler had held his offices for thirty-three years, and was one of the most outstanding personalities in Selkirk. Studiously inclined, he was an authority on Border history and literature, and was known in the literary world as one of the founders of the Robert Louis Stevenson Club. Last month at Stirling, Mr. Fowler attended his first Scottish District Committee meeting as a representative of the Poor Law Officers' Association.

* * *

Mr. Samuel Gardner, Chief School Attendance officer, Preston, retired on Superannuation on October 20 after 52 years' service with the local authority. He commenced as an office boy in the Borough Engineer's Department at the age of 13, in 1881. In 1889, he was appointed a School Attendance Officer and served in that capacity for 42 years until March, 1932, when he was appointed Chief School Attendance Officer. Mr. Gardner has been a member of the Preston Branch of N.A.L.G.O. since its inception, and for a period was on the local Executive Committee.

**Popular Leigh Member Dead**

The Leigh Branch have again suffered a great loss by the death of a popular member—Mr. D. T. Lewis, of the Building Department. Although not holding any official position in the branch, Mr. Lewis was keenly interested in all N.A.L.G.O. activities, and was a regular attender at all branch meetings and functions.

---

"Accountancy," by William Pickles, Chartered Accountant, is the title of an interesting series of books which will be completed in about twenty weekly parts, and published by Sir Isaac Pitman & Sons, Ltd. The author has had many years' experience as a tutor-lecturer, and has set out to make this work a complete handbook for everyone engaged in the study of the theory and practice of accountancy. The price is 6d. per part.

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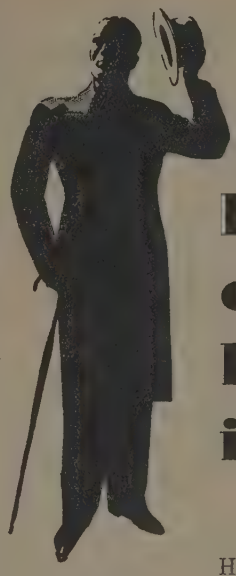

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# PREPARE FOR WINTER!

## SUBSTANTIAL BENEFITS OFFERED BY THE NALGO PROVIDENT SOCIETY

THE Nalgo Provident Society, that splendid activity of N.A.L.G.O., was inaugurated in 1920, and is registered under the Friendly Societies' Acts. The objects of the Society are to provide, by voluntary contributions of members, sickness benefit and for funeral expenses of members or their wives or husbands.

### Sickness Scheme

The sickness scheme is conducted on National "Deposit" lines, and the monthly contributions, ranging from 1s. to 9s., provide sickness benefit of from 7s. to £3 3s. per week. The contributions are pooled, and at the end of each year, after deducting the total amount of sick pay, the surplus funds are divided amongst the members in proportion to the contributions paid during the year. This surplus is credited to the members' "Rest" Fund and is nearly 75 per cent. of the total annual contributions received. Compound interest at the rate of 3 per cent. per annum is credited on accumulating balances.

The members are classified according to age and health, and, therefore, the "good" life does not pay for the "bad" life. The sickness allowance is provided from the "Common" Fund, and the "Rest" Fund in the following proportions :—

| *Class* | *"Common" Fund* | *"Rest" Fund* |
|---|---|---|
| A | Three-quarters | One-quarter |
| B | Two-thirds | One-third |
| C | One-half | One-half |
| D | One-third | Two-thirds |

There is a further fund, known as the "Deposit Fund," into which a member may place any amount. This can be used as a Savings Bank, as compound interest at the rate of 3 per cent. per annum is paid on amounts placed therein, but it may also be used to provide sickness benefit in the same proportions as the "Rest" Fund when that Fund is exhausted. Withdrawals may be made from a member's "Rest" Fund, provided a sum equal to two years' contributions to the Common Sick Fund remains therein to provide the necessary proportion of sickness allowance, in the event of a member being incapacitated. Withdrawals from both Funds may be made at short notice.

Members may make application for two weeks' free residence at the beautiful Convalescent Home, "Nalgo House," Matlock, in any one year as from January 1 following the date of joining. The Convalescent Home was established in 1923 by the Nalgo Approved Society, and since 1925 over 550 members of the Provident Society have been admitted. Numerous letters of appreciation have been received at Headquarters, which speak in terms of the highest praise of the amenities of the Home.

Since the inception of the Society over twelve years ago more than 10,000 members have declared on the Sick Funds, and have received the large sum of over £40,000 in Sickness Benefit.

### Death Benefit Fund

The monthly premiums under the Death Benefit Fund of £20 payable at death are very low and cease at given ages. They vary from 6d. at age 17 next birthday, to 2s. 7d. at age 50 next birthday, and no medical examination is required. The rate of mortality is exceedingly low, only fifteen deaths having occurred during a period of nearly thirteen years, and the fund is, therefore, in a very sound financial position. The total number of members under this section is 740, and at the last valuation a bonus of £2 per cent. per annum was declared.

| *Age next Birthday* | *Premiums ceasing at undermentioned ages.* | |
|---|---|---|
| | 65 | 60 |
| | s. d. | s. d. |
| 20 .. .. | 0 7 | 0 7 |
| 25 .. .. | 0 8 | 0 8 |
| 30 .. .. | 0 9 | 0 10 |
| 35 .. .. | 0 11 | 1 0 |
| 40 .. .. | 1 1 | 1 3 |
| 45 .. .. | 1 5 | 1 9 |
| 50 .. .. | 1 11 | 2 7 |

### Membership Campaign

Over 12,000 members of N.A.L.G.O. have already joined, and the objective of the Society is to attain a membership of 15,000 by the end of the current year. Every Local Government Officer, not over 50 years of age, who is a member of N.A.L.G.O., is eligible for membership, and an invitation is extended to non-members to join before December 31. The meteorologists predict that we are in for an icy winter. Every thirty-eight years there is an extremely cold period, so this winter may correspond to that of 1895, when ice on the ponds was six inches thick. The time is, therefore, most appropriate for non-members to join as they will be eligible to claim on the sick funds next spring when they are most likely to fall ill after a severe winter. Non-members who join by December 31, will be entitled to make application for two weeks' free residence at the Convalescent Home, "Nalgo House," Matlock, during next year, to aid them to recuperate after an illness, and persons under 40 years of age will be accepted without medical examination.

### Increased Contributions

Since the year 1931 the practice of encouraging present members of the Society to increase their contributions has been continued, and to date 930 members' applications have been approved. The increased income to the "Common" Fund so derived amounts to £1,313 per annum. Every member under 50 years of age is eligible to make application to increase his sickness contributions, and no further medical evidence is required. It will be appreciated that if advantage is taken of this offer further provision is made for an extra income which comes in so handy during times of illness, to purchase those delicacies which are so acceptable.

Non-members who desire to join, and those members of the Society who are not contributing at the maximum rate of 9s. per month to provide sickness benefit of £3 3s. per week and who desire to increase their contributions should make application to their local correspondents or to N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, for application forms.

## METROPOLITAN EVENTS

The Metropolitan District Committee will hold the first district dinner and dance at the Wharncliffe Rooms, Hotel Great Central, St. Marylebone, N.W.1, on Friday, December 1.

Other district events will be held as follows :—

*March* 2, 1934.—District Cinderella Dance, Caxton Hall, Westminster, S.W.1.

*April* 27, 1934.—District Re-union Concert, Queen's Hall, Langham Place, W.1.

Metropolitan district members are requested to note and reserve these dates.

# WHAT OUR READERS SAY

(*Continued from page* 310)

## COST ACCOUNTANCY

*To the Editor,*

LOCAL GOVERNMENT SERVICE.

SIR,—Your correspondent, "Aedile (London)," writing in the October issue of LOCAL GOVERNMENT SERVICE, raises some important points in regard to "Cost Accountancy in Local Government." For an answer to the pertinent question in his first paragraph, I should like to refer him to an admirable booklet entitled "A Municipal Costing System," by Mr. J. R. Boffey, A.I.M.T.A., A.S.A.A., deputy Borough Accountant of Reigate. The brochure, a review of which appeared in the *Municipal Journal* of October 6, is obtainable *gratis* from Messrs. C. Cakebread, Ltd., 15-23 Baches Street, London, N.1.

Yours, etc.

F. A. BRISTOW
(Hon. Secretary, Reigate Branch.)

## NATIONAL AND PROVINCIAL COUNCILS

*To the Editor,*

LOCAL GOVERNMENT SERVICE.

SIR,—May I refer to an aspect of Whitleyism which I think is important at the present time when special efforts are being made to enlarge the scope and influence of Whitleyism throughout the Local Government Service? Many members of our organisation are doubtful of the advantage of a local council, but appreciate the advantages of national and provincial councils. It seems to me, whatever the local method of approach to the authority may be—Local Whitley Council, Staff Committee, Branch Executive or through Chief Officers—the value of national and provincial councils for reference and for authority remains.

I venture to hope that, particularly in the Metropolitan District where the matter is being keenly discussed, members who do not look with favour on the establishment of a local Whitley Council will do what is necessary to support the "push" for national and provincial councils. The establishment of a local Whitley Committee will depend on a request by the local branch to the council for such a committee to be formed. The local branch would have to decide whether the existing methods of approach to and consultation with the council were to be preferred and retained, having regard to local sentiment and conditions.

Certainly headquarters will support any action branches may take to secure the sympathy of their authorities with Whitleyism in the national and provincial aspects, apart from the local, upon the request of a branch.

Yours, etc.,

Stratford, E.15. DONALD MCDOUGALL.

HENSHAW'S INSTITUTION FOR THE BLIND.

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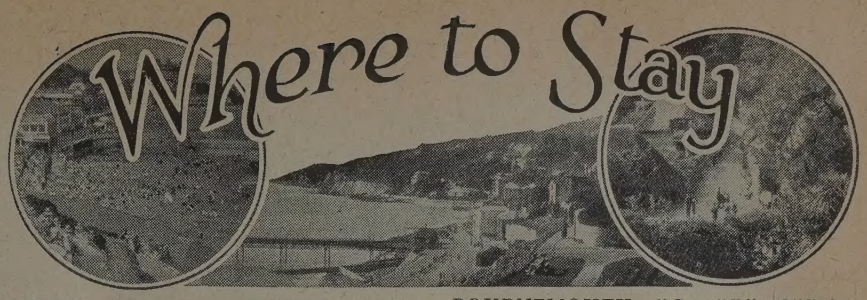

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# HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "Everyman's Encyclopædia of Gardening," etc.

ONE'S thoughts turn to Dahlias at this time of year. It is sometimes perplexing to choose between these showy plants, Michaelmas Daisies and Chrysanthemums as the chief autumn garden flower, inasmuch as all three have strong claims; but there are few people, perhaps, who have not sufficient regard for Dahlias to grow at least a few, such few being, of course, of the best. And having these special favourites, there is a natural desire to keep them, by storage, for re-use a second year.

The bugbear of stored Dahlias is the fungus pest Sclerotinia sclerotiorum, which causes the winter rot that so often worries the keen grower. Whether indoors or out, there may be serious loss of tubers from this cause, for which reason I recommend cleaning the tubers after lifting and then liming them. Thus treated, the majority may pass the winter safely when given no better treatment than a covering of moist soil in a box in the open air, a sheltered place being provided and a covering of bracken or litter put on to prevent cold soddenness through snow or heavy winter rains. Safety from frost is recognised as essential, but safety from chill wet is not, yet one is practically as dangerous as the other.

**Outdoor Begonias**

The success of outdoor Begonias, both ruberous and fibrous, this autumn, due, of course, to the heavy rains of late September and October, will assuredly lead to an increased demand for them next year. They were magnificent in numerous gardens at mid-October and passers-by who had excluded the plant must have had a severe attack of remorse, not unmingled with envy. I may add to my last month's remarks on storing the tubers that they are better kept dry than in damp soil, being much less soft and succulent than Dahlias.

Seedling Pansies and Violas were by no means happy during the hot summer, and I am afraid stocks may be backward. Yet I would hesitate to put them under glass unless there could be a guarantee of frequent attention to prevent soil-drying and aphis establishment. One or both of these causes may result in indoor plants being inferior to outdoor when spring arrives, especially if the seedlings have been removed from the seed rows and spaced in a nursery bed or in their final quarters.

It is Rose-planting time, and I venture to raise an interesting and little discussed point—do most Roses thrive best in a bed when set rather close (say 24 inches apart all ways) than when spread at 3 feet or so? I really believe they do, always provided they are liberally fed and otherwise well cultivated. Thoroughly healthy and vigorous plants seem to like each other's intimate society and the different varieties like to be to themselves. Fanciful? Well, give the theory a try-out wherever circumstances permit. I need hardly say that deep and liberally manured soil and firm but shallow planting are important items in the matter; also that exceptionally vigorous sorts must have more room.

**November Plantings**

Deciduous shrubs of all hardy kinds (and dwarf Roses come within that class) may be planted with advantage in November. May I say a special word in favour of Hydrangea Mdme. Chautard, which comes as near to being hardy as any Hydrangea appears able to do? Other specialities to add to the stock of Weigelas (Diervillas), Ribes, Buddleias (is not B. variabilis and its forms being overdone?), Deutzias, Forsythias, Kerrias, Hamamelis, Magnolia, Mock Orange, Spiraeas, etc., are Zenobia speciosa (p), Viburnum Carlesii and V. plicatum, Cotoneaster Simonsii (most birds sample the berries and then fight shy of them), Dipelta floribunda, Staphylea colchica and Enkianthus campanulatus (p). Those marked (p) need peat. By no means overlook Fuchsias in mild districts.

It is wise to overhaul the rockeries at this time of year, especially in view of the wet October, as weeds may have insidiously wriggled themselves into the midst of plant clumps and need summary ejectment. Fallen tree leaves may also have gathered, having been blown amongst the stones. In themselves, leaves might do quite as much good as harm by decaying into mould, but the contingency of their serving as a harbour for slugs must not be overlooked and on the whole they are best cleared off. It is quite a good time for putting rockeries, large or small, together. True, there is no hurry about planting, because most alpines being grown in pots by nurserymen, they can be planted in spring even when on the point of blooming; but there are few pressing jobs just now and the rockery-building can therefore have the deliberate attention it deserves.

**Renovating the Lawn**

I am afraid lawn owners must have been worried by the spread of weeds in early autumn. They ran apace from early October onwards. Various forms of extractor will have been brought into play. Another course would doubtless be marking off the lawn in strips with a line and working along them with lawn sand or sulphate of ammonia. The latter, dropped on in patches, soon blackens the weeds. If these are numerous and large, a good many bare patches are left when they have rotted off and fresh seed is called for in spring. There is, perhaps, no better period than this for laying turf, but there is so much weedy stuff about that the buyer has to proceed circumspectly. Too much care can hardly be taken in levelling the soil for turf, and on low, damp sites cinders may be spread under them as a base with advantage.

Where frame room is at a premium it is quite a good plan to make a bed of cinders in a sheltered corner and set on (and partly in) it boxes of such things as border Chrysanthemums packed close together with little or no soil, Carnation cutting (now probably rooted) Gaillardias, double Arabises, Pansies and Violas, also cuttings of shrubby Calceolarias and Pentstemons, a sheet of galvanized iron or piece of board being fixed above to throw off heavy rain. Many plants do very well under such rather rough and ready conditions, severe frost and excessive wet both being avoided, while fresh air is not excluded.

Fruit growers will be busy this month. Those who grease-banded the trunks of their trees to prevent dangerous moths from crawling up for egg-laying will be examining the bands to see if they need more grease. Others will be starting their pruning campaign and in this connection one would suggest the early burning of prunings in case they are carrying eggs of insects or spores of fungi. Then again there may be planting to do, and November is certainly the month of months for that interesting job.

**A Few Mems**

Remember to examine bulbs in bowls and glasses which are in the dark, bringing them out and inuring them to the light by degrees if, in the former case, the bulbs are found to be holding quite firmly when carefully pressed on one side a little; and in the latter if the roots have got to the bottom of the water. Azaleas in pots may be obtained from florists for forcing. Ventilate carefully for Chrysanthemums when fog is present. It may be advisable to close the ventilators and provide mild warmth in the water pipes. Astilbe japonica may be obtained from bulb dealers now and potted with a view to forcing a few weeks hence, the interregnum being passed in a cold frame. A fairly large pot, such as a thirty-two or even a size larger, will be needed for large clumps. Cinerarias should now be in their flowering pots in the greenhouse. A light syringing of soot water early in the day will do them good. All indoor watering, whether in house or frame, should henceforth be done in the morning. Late watering means night damp.

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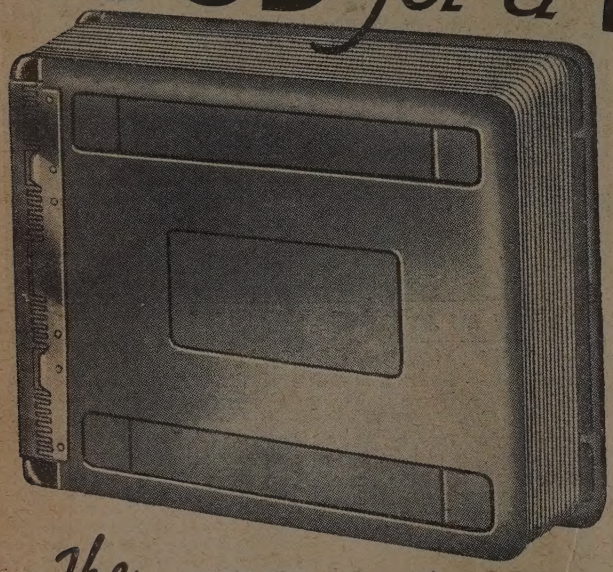

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